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ROLE COMPETENCE AND MARITAL SATISFACTION OF DUAL-CAREER COUPLES: A REPLICATION STUDY

by

© ELIZABETH LOUISE WACHOWICH

A THESIS

SUBMITTED TO THE FACULTY OF GRADUATE STUDIES AND RESEARCH

IN PARTIAL FULFILMENT OF THE REQUIREMENTS OF THE DEGREE

OF MASTER OF SCIENCE

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Abstract

The dual-career family, in which both husband and wife pursue careers and yet seek to maintain a family life, is an emergent family phenomenon that has recently become of interest to researchers in the area of family patterns. The purpose of this study was to investigate the role structure chosen by these couples. Individual role competence was the central concern of the research. Of special concern was the relative influence of self and spousal role competence in identified marital roles on the respondents' perception of satisfaction with the marriage. The investigation was done by replicating a previous study done by F. Ivan Nye (1970). In addition, additional variables were added in an extended analysis to go beyond the replication data.

Social exchange theory was used as a conceptual framework for the study. This framework allowed the researcher to look at the costs and rewards associated with competent or incompetent role enactment within the social context in which the individuals performed. It proposes that competent role enactment is rewarding and that individuals who are perceived as competent or who perceive themselves as competent marital role enactors will be likely to be satisfied with their marriages.

A sample of forty-four dual-career couples was obtained from urban Alberta areas. All couples were actively committed to demanding careers and were also involved in

family life, presently raising at least one child under sixteen.

Data was collected as part of a study of problem-solving behavior of dual-career couples. The role analysis included role responsibility, importance of and satisfaction with role enactment, as well as self and spousal role competence. A global measure of marital satisfaction was included.

Multiple regression was the statistical technique used in the analysis. First, a direct replication of Nye's study was run, using only spousal competence in specified marital roles as indicators of personal marital satisfaction. Second, an extended analysis was done, adding variables that the researcher felt would better describe the dual-career role pattern. Also, in this second analysis, both self and spousal role competencies were considered as predictors of marital satisfaction.

Generally, the dual-career couples indicated much more of their marital satisfaction to be a result of role competence than did Nye's random sample of spouses. A major finding of the analyses was also that competence in the therapeutic role was the major predictor of marital satisfaction for both men and women in dual-career marriages. This supported Nye's earlier findings, but the influence was much stronger in the dual-career marriages investigated. A perception of general role competence did not appear to be as good a predictor of marital satisfaction for these individuals as did role specific competencies.

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CHAPTER I

THE RESEARCH PROBLEM

Justification of the Study

Traditionally, North American society has regarded the one provider family as the healthy norm. However, in the wake of the women's movement and a general loosening of social conventions, an increasing number of young married women are choosing to pursue careers in a provider role outside the home. The proportion of employed married women who are in the labor market by choice increases with education from thirty-four percent among those with eighth grade education or less to seventy-seven percent among college graduates (Orden and Bradburn, 1973).

In 1977 in the United States, fifty-five percent of workers were in service industries and forty-five percent in production. Education, health and local government lead the way as the biggest job growth areas. Now seven out of ten workers in the United States are employed in service industries and labor experts expect strong expansion in this area (U.S. Department of Labor, 1978). This monumental swing from industrial production to service industries has opened up many career areas attractive to women as well as to men. This has resulted in radical alteration of the labor force.

In the United States, the number of female workers soared from eighteen and one half million in 1950 to forty

million in 1977, only seventeen million fewer than the total number of male workers (U.S. Department of Labor publication, 1978). Masked in the general statistics is a profound shift in female work patterns. Since 1960, the biggest employment surge has been among younger women. There has been a dramatic increase in the number of working mothers with preschool and school age children. As of 1977, more than sixty percent of all women in their twenties and more than half of those between 30 and 45 were working. As a result, almost six families out of every ten now have more than one wage earner. This proportion is nearly twice that it was in the late 1950's. This trend has produced a new family phenomenon, the two-worker family.

In Canada, a similar pattern appears. In 1975, women represented thirty-seven percent of the Canadian labor force compared with thirty-four percent in 1974. The female labor force showed a seventy-eight percent increase compared with 1965. Sixty percent of the female labor force in 1975 was made up of married women compared with fifty-seven percent in 1974 (Women in the Labour Force, 1976).

The proportion of Canadian women University graduates in 1972 who expected to combine career and families was substantial. However, one notes that the career family mix varied according to the age of children. In a study by Ravena (1972) it was found that a great proportion (fifty percent) of a large sample of female University students planned an interrupted career plan in that they planned to return to careers when their children were between the ages

of six and twelve. Eighty-eight percent of the young women planned to work after their children had reach twelve years of age. A small proportion expected to attempt uninterrupted career patterns where child bearing would have minimal affect on their career involvement. This and similar studies appear to indicate a growing acceptance of a career orientation among young Canadian and American women. The achievement of satisfaction from their career roles by these working women would seem to be directly related to their ability to establish satisfying family life patterns supportive of these goals.

It is evident that the traditional family pattern where the husband is sole provider for the family throughout the family life cycle is disappearing at an accelerating rate. It is being replaced by various patterns of husband and wife sharing of the provider role outside the family. The resultant family role patterns (dual-workers, dual careerists and various patterns of part-time employment of spouses) present a viable alternative to the traditional family lifestyles and as such are of intrinsic interest to family study.

It can be argued that this shift in work patterns to greater wife/mother involvement must have an impact on family role patterns. Research data indicates that the world of work is an important force influencing family stability and adjustment (Renshaw, 1976:146). In spite of this, many researchers have generally treated these systems as separate and isolated areas of research interest (Ridley, 1973:229).

Only recently have family scholars attached significant importance to the work/family interface (Kanter, 1977). Ridley (1973:231) suggested that work and marriage roles are related, with the more dominant role defining the direction of the relationship. He suggested that rewarding career attitudes would likely be related to rewarding marital attitudes and vice versa. This would indicate a lessening of segregation between career and family roles.

Statement of the Problem

While the dual work family is the more usual type of combination of work and family roles, for professional couples the dual career family is more likely. Highly qualified well-educated men and women appear to have the capacity and personal resources to achieve a satisfying combination of career and family roles. The resultant dual career family in which both husband and wife pursue careers and yet seek to maintain a family life is an emergent family phenomenon that has recently become of great interest to researchers in the area of family patterns. These researchers make a distinction between a job and a career. A career is defined by the Rapoports (1969:3) as "a job which is highly salient personally, has a developmental sequence and requires a high degree of commitment". The Rapoports (1976) suggest that dual-career marriages are no longer a rarity and are an expression of structural value shifts in contemporary society emphasizing an increasingly more equitable involvement of

husband and wife in work and family roles. This pattern is described as an attempt on the part of generally well-educated individuals to establish an equalitarian marital unit with both partners sharing the costs and benefits of both work and family roles. This life-style appears to be a response to the concern of many highly educated couples for greater sense of equity in the marital bond and opportunity for both spouses to profit from commitment to both career and family goals.

Dual-career couples have been studied considerably in the 1960's. Led by the Rapoports (1965, 1969, 1971, 1972, 1976) this new variant life-style has been explored in depth (Ridley, 1973; Arnott, 1972; Bailyn, 1971; Burke & Weir, 1976; Curtis, 1976; Epstein, 1971; Kanter, 1977; Martin et al, 1975; Poloma and Garland, 1971; Safilios-Rothschild, 1972, 1975). Categorizing this research, a great deal of attention has been given to the description of the marital unit - the structure, roles, functions and stress points. Career level commitments to work do not necessarily indicate a lowering of responsibility for enactment of other family roles. Individuals, in attempting to fulfil more than one valued segregated role simultaneously may find that they must satisfy multiple sets of expectations. As a result, stress has been one resultant condition prominently documented by the researchers in the area of dual-career marriage (Bebbington, 1973; Coser and Rokoff, 1971; Darley, 1976; Holmstrom, 1972; Rapoport and Rapoport, 1972, 1976). It appears that combining career and

family roles is a difficult task, even with evidence of more flexible sex roles.

In establishing marital role patterns, husbands and wives learn to play family roles in relation to those played by the spouse. As a result of societal and personal value changes, the many roles of both men and women are complex and changing. Role definitions are no longer clear and often lack specificity. The division of responsibility for family roles is especially fluid for families in which both spouses pursue career roles. Women are involved in roles that were once considered masculine and men in our society are now seen to be more involved in roles such as housekeeping and child care which were once considered female roles. This shift in family structure is seen as an important element in assessing the profits or satisfactions to be achieved within marriage as well as its costs or dissatisfactions.

Focus of the Study

While many avenues of exploration of the dual-career life-style may be undertaken, marital role competence is the central concern of this research. More specifically this research will initially replicate, with a sample of dual-career couples, a previous study which looked at the relationship between spousal evaluation of competency in selected marital roles and perceived satisfaction with the marriage (Nye, 1976). In addition to replicating the research questions posed by Nye, this study will go beyond his work by investigating the relationship between perception

of both self and spousal competency and marital satisfaction. Also certain individual marital roles which Nye had omitted will be included in the analysis.

The literature has indicated that satisfaction with role enactment in some family roles is more relevant in predicting satisfaction with a marital relationship than equally competent behavior in other roles (Nye, 1976). The roles considered in Nye's study were therapeutic, child socialization, child care, recreation, provider, sexual, housekeeper and kinship. The husband's competence in the housekeeper role and the wife's competence in the provider and sexual roles were excluded.

The expansion of Nye's earlier work is based on an evaluation which identified several other variables which would provide a more complete picture of the dual-career marital role pattern. A social role involving the social obligations which many career occupations are assumed to carry with them if a perception of career competency is to be achieved was added to the eight roles identified in the marital role structure investigated by Nye. The resulting nine marital roles were looked at as part of the role structure of both the men and the women. In addition, since it is hypothesized that perceptions of self competency, as well as spousal competency, in performance of marital roles is a factor in predicting marital satisfaction both evaluations of self and spousal competency were included in the analysis. A global measure of self and spousal marital

role competency is also included to look at the possibility that perception of general competency may be as good an indication of marital satisfaction as competency in individual marital role enactment.

The sample is different in structure from the random sample used in Nye's earlier work in that it is purposive and non-random but this research is intended to test essentially the same concepts as the earlier study. Therefore it will not simply confirm or qualify the earlier findings but will test whether they extend to a situation that differs in structure as well as specific detail from the large random sample used by Nye. The replication will attempt to test how general the principles and processes are and will attempt to account for unexpected findings or failure to confirm predictions.

This research will therefore address itself first to the questions that relate to the replication of Nye's earlier study.

1. Is spousal perception of competence in specific family roles related to personal marital satisfaction for individuals in dual-career marriages?
2. What is the relative influence of spousal competence in selected specified family roles in predicting marital satsifaction for dual-career couples compared to those reported by Nye?

The questions which guided the expansion of Nye's

earlier work include:

3. Is self evaluation of marital role competence as valuable an indicator of marital satisfaction as is evaluation of spousal competance?
4. When additional marital roles are included in the analysis, does this change the relative importance of competent role performance in predicting marital satisfaction?
5. Will a global measure of perceived self and spousal marital role competency be as good an indicator of marital satisfaction as specific situational measures?

CHAPTER II

REVIEW OF RELEVANT LITERATURE

In order to describe the specific relationships between role competence and marital satisfaction for dual-career couples, it is necessary to define and briefly discuss the main concepts that govern this relationship. Therefore, the first section of this review will provide the background for a more specific description of general and specific relationships by clarifying the concepts of (a) marital and family roles, (b) the dual-career role pattern, and (c) marital satisfaction as it relates to the dual-career lifestyle.

Family and Marital Roles

There is no typical marriage. Enormous differences exist in the personal resources, abilities, identities, goals, values and temperaments that individuals bring to the marital relationship. Also, as marriages are always in process, they present an ever changing condition of personal and relationship needs and behavior. All marriages, as a result, differ in structure and dynamics, goals, values and expectations.

However, among modern marriages, certain patterns of interaction can be identified. One way of analyzing these patterns of expectations and behaviors is by grouping family identities and tasks into roles. Nye in his study defined roles as more or less homogeneous sets of behaviors which are

normatively defined and expected of a person in a specific social position (Nye, 1976). More simply, it specifies what should be done and who should do it. Research suggests that family members develop and play identifiable roles. Once these roles have been established in a family, the individual role player is expected to perform competently all the tasks associated with the role (Turner, 1970). Each family member relies on the others to play their roles to make it possible for him to effectively play his. Some family roles are often formal or well-defined (e.g. provider, child care). Others are informal and often more identity laden (e.g. therapeutic, sexual). In addition, roles may appear, disappear or change in value with the addition or withdrawal of a family member (Nye and Berardo, 1973; Nye, 1974).

Once a system of family roles is developed, family processes proceed inefficiently unless the members competently enact their respective roles. A family member's influence and standing in the family may depend heavily on his role playing ability in valued family roles. Consequently, his or her position may diminish when a particular role becomes less valued or when his or her performance is evaluated as incompetent. A chronic incompetent role enactor in the family may constantly force others to consider alternate ways of handling family tasks and force them to constantly make decisions rather than letting events take their course (Turner, 1970). This can therefore be seen to increase stress, lower perceived rewards from the relationship and affect

marital stability and satisfaction.

Turner (1970:186) identifies the two processes involved in development of family role structure to be differentiation (grouping of activities into consistent packages) and allocation (assigning particular individuals to play particular roles). He suggests that basic family role differentiations are culturally predefined (e.g. husband, wife), but that choices are still available among alternate kinds of family roles. Thus, cultural definitions allow for elaboration and modification. Each family member searches for a personal viable position that will still be functional to the needs of the family -- one from which he or she can develop a satisfying behavior strategy and establish a personal, family identity. If a satisfactory role differentiation is not attained, the family member will not be able to meet his or her goals or achieve satisfaction within the marriage relationship. For example, a perception of incompetence in role enactment could threaten the viability of that chosen role structure, increase role strain and decrease personal satisfaction and satisfaction with the relationship.

Role allocation (who enacts which role) is controlled both by the fit of the role to the individual and the relative dominance of the role players. Turner (1970) suggests that when alternate role differentiations can be made to work in a family, the process of fitting persons to roles may determine the system that emerges. Roles are not often of equal prestige or give equal advantage to the role player.

Some roles command greater rewards than others. For example, some family roles can be far more valued by and rewarding to the individual than others. Turner suggests that because of unequal rewards attached to different roles, allocation involves a struggle in which the most highly rewarding roles go to those who are able to dominate the relationship (Turner, 1970:197). In dual-career marriages, cultural role prescriptions may not be closely followed. As husband and wife are presumed to have more equal resources and both have commitment to rewarding careers or provider roles, allocation of other family roles could be expected to be on a more equitable basis or be more interchangeable to provide a more equalitarian reward base and family role pattern than the traditional one provides (Holmstrom, 1972; Rapoport and Rapoport, 1976).

The Dual-Career Role Pattern

Dual-career families are a special type of dual-worker family that has achieved much interest from researchers in the area of modern family forms (Rapoport and Rapoport, 1969, 1971, 1976; Bebbington, 1973; Holmstrom, 1971; Ridley, 1973; Epstein, 1971; Parnes et. al, 1970; Fogarty, Rapoport and Rapoport, 1970; Burke and Weir, 1976; Heckman, et. al, 1977). According to some researchers, the dual-career family with equal career commitment for both spouses is the family pattern most likely to replace traditional marriage (Scanzoni, 1976: 237).

Dual-career families are ones in which both spouses

"pursue careers that are highly salient personally, have a developmental sequence and require a high degree of commitment" (Rapoport and Rapoport, 1969:5). These couples are further described by Rapoport and Rapoport (1969:3) as families in which "husband and wife are not only companions and equal on different scales of evaluation but are both participating on the same evaluative planes". Ideally, husband and wife enact both career and family roles and there is normatively little inexorable sex linking of family roles or activities.

Task and role allocation is assumed to be negotiable and often accomplished according to personal aptitude and interest. The Rapoport's (1976) found high levels of stress to be an inherent characteristic of the family system and flexibility to be a keynote to dealing with this stress and achieving satisfaction in this life-style. They found the couples they studied to have marriages characterized often not by stereotyped division of labor according to sex but rather by adaptability and at least attempted role sharing and interchangeability.

It becomes evident from research findings that varied adaptive role patterns are consequently being established by these innovative couples and that satisfaction within these patterns is being achieved by varying degrees. (Holmstrom, 1972; Poloma and Garland, 1971; Rapoport and Rapoport 1971, 1972; Safilios-Rothschild, 1925). The Rapoports (1976) from extensive study of this life pattern conclude that dual-career

families differ from other families by having a more symmetrical allocation of work and family roles. They differ from each other in how they organize their commitments to different sectors of life and where they derive their principal gratifications. They vary among themselves also in their patterning of commitment and involvement between family and career roles. This commitment could be suggested to relate to perceptions of self and spousal role competence and has been found to be associated with differing degrees of marital happiness (Rapoport and Rapoport, 1976:13-14).

Each dual-career family studied by the Rapoports (1976) presented a variation in the structure for combining two careers with a shared family life. These researchers suggest that for dual-career couples, family roles are often governed by work considerations. Time and energy must be distributed according to varying career and family demands. For individuals or couples with a paramount commitment to a career, family roles may be of much less importance to them as a source of personal gratification. They may, therefore make minimal demands of and contributions to the marital role relationship other than emotional support (Rapoport and Rapoport, 1976:189).

The Rapoports (1976:23-24) suggest that dual-career couples can be most meaningfully understood as a family structure in which there are variations in clusters of variables with considerable individual contrasts and differing levels of role commitment, competence and satisfaction.

One of these variations, which this research will consider, is the perceived competency of both spouses in performance of specific family roles and how competence in these sectors of their lives is associated with achievement of marital satisfaction.

Marital Satisfaction

Marriage, as a highly personal, intimate relationship between a man and a woman often serves to fulfil social needs of the couple as well as serve as a medium through which the individuals can meet their own needs (Strauss, 1969). The degree to which the marriage is successful in fulfilling personal and social needs is a major factor affecting marital adjustment and satisfaction (Blazer, 1963; Landis and Landis, 1973; Winch, 1958, 1963; Strauss, 1969). Burr (1973:42) suggests that "whereas marital stability is an overt process that can be objectively detected, satisfaction is a subjective phenomenon that occurs within individuals".

There are two alternative approaches to conceptualizing marital satisfaction (Burr, 1973; Hicks and Platt, 1970). The first is to view it in terms of a global, subjective evaluation of one's entire marriage or spouse. The second is to perceive satisfaction as associated with specific marital roles. This perception of role specific marital satisfaction has been seen to be related to societal trends in relation to sex-role expectations (Rapoport and Rapoport, 1976:324). Chadwick et al (1976:437) from an extensive

study of global and role specific marital satisfaction concluded that there is considerable interdependence between a measure of satisfaction derived from independent assessment of various aspects of family behavior and global satisfaction with the marriage. It appears that satisfaction with role performance in some areas of the marriage predicts a general feeling of satisfaction. Others are less important as indicators. Nye and McLaughlin (1976) suggest that perception of competence in roles involving companionship are most important to a high level of marital satisfaction.

Araji, 1977, found there is a significant and positive association between marital satisfaction and mutual perception of spousal role attitudes and behavior. It was suggested that in marriages in which congruence of perception is high, there would be more appropriate responses to the other, the needs and expectations would be more appropriately met, communication would be freer and partners would be more flexible.

Scanzoni (1972) maintains that in the dual-career situation, each partner attempts to provide the maximum levels of status and economic inputs to the marriage. Thus, a more extensive and comprehensive exchange system of husband and wife reciprocities within marital roles result in greater levels of expressiveness, cohesion and stability than exist in the traditional pattern of role specialization. Hence, greater mutual rewards are available for each spouse.

Moreover, Scanzoni suggests a positive relationship

between economic position and marital satisfaction. He concludes that findings which emerge consistently in research literature indicate that persons of higher socio-economic status are more apt than persons of lesser status to report satisfaction with the expressive components of marriage, love, physical affection, companionship and empathy (Scanzoni, 1972:26). They are also more likely to be able to deal competently with and be satisfied with the instrumental roles important to satisfactory family functioning. Further research suggests that compensation for the cost of documented excess stress levels for dual-career spouses include higher income, more mutual security, higher living standards, more equitable power and authority and a whole new set of work relationships, all of which are likely to increase personal rewards, marital rewards and satisfaction (Nye & Berardo, 1973). There is a possibility that general personal life satisfaction influences the levels of satisfaction with the marriage.

A characteristic of the research done in the 1960's was a tendency to view the problems of the dual-career marriage as women's concerns. Men in the surveys tended to view the family situation as their wife's domain (Rapoport and Rapoport, 1976). Jessie Bernard (1972) points out that it is necessary to understand the differing perceptions of each spouse concerning their marital experience. According to this view, marital satisfaction does not exist as a separate reality, but can be better understood from the per-

spective of two separate realities. Because of the vastly differing levels of interdependency of roles and bonding in individual dual-career marriage (Rapoport and Rapoport, 1976), this focus requires considerable flexibility in measurement and analysis.

The preceding sections of this review discussed the concepts of family and marital roles and marital satisfaction with emphasis on the dual career life-style. The second section of the review will describe briefly the study being replicated (Nye, 1976). The relationship between general role competence and marital satisfaction will be discussed, as well as the competency in individual roles and possible relationships to satisfaction with that area of the marriage and with a general perception of marital satisfaction.

A Synopsis of Nye's Study

As part of an intensive study of the role structure and behavior of the American family in 1970, F. Ivan Nye and his associates looked at family roles as social exchange, and at competency in role enactment (how well a role is performed) as a means of transmitting rewards and subsequently as an indicator of marital satisfaction.

Nye's study involved a lengthy questionnaire inquiring into many areas of marital role phenomenon. Collection of data involved a sample of two hundred and ten couples randomly selected from lists of parents of third grade students from a medium sized Washington County (Yakima). The focus of the study therefore was upon parents of children of school

and preschool age. Education and income levels were approximately at the state average. Forty-two percent of the couples had annual incomes of under $10,000.00.

The primary proposition in establishing the focus of Nye's study was the belief that one of the primary resources in marriage appears to be competent performance of family roles (Nye, 1976:181). The research hypothesis as a "result" was that the greater the role competence of the role player (as reported by his/her spouse) the greater the marital satisfaction of the role enacter's spouse (Nye, 1976:196).

Nye's test of the research hypothesis was provided by multiple regression analysis relating the husband's competence in six roles to the wife's marital satisfaction and the competence of the wife in five roles to the marital satisfaction of the husband.

Parallel questionnaires were designed for husbands and wives. The roles investigated were provider, housekeeping, therapeutic, child care, child socialization, recreation, kinship and sexual. The wives were not evaluated as having a provider role and the husband's competency was not evaluated in a housekeeping or a sexual role. Each respondent was asked to estimate his or her own competence in each family role. In addition, they were asked to estimate the competence of their spouse. The latter indicator of the perceived competence of the spouse is the measure which was used in the analysis being replicated.

Nye used two indications of marital satisfaction: the

first, whether if one had to do it over, he or she would marry or remain single; the second, whether he or she would prefer to marry the same person. Only the latter indicator was used in the present analysis.

All cases with missing data were eliminated as were those who responded that they did not enact the role. After these adjustments, the sample consisted of one hundred and seventy-nine males and one hundred and eighty-four females.

Findings of Nye's Study

The regression analysis indicated that the husband's competence in six identified marital roles accounted for thirty-six percent of the variance in the wife's marital satisfaction, but the wife's competence in these six roles minus the sexual role accounted for only nine percent of the variance in the husband's satisfaction with the marriage. It appeared that for this sample, role competence of husbands within the measured roles was more important to wives than role competence of wives to husbands in predicting marital satisfaction.

Some roles predicted marital satisfaction much better than others. Spousal evaluation of competence in the therapeutic role was the best predictor of male and female satisfaction with the marriage. Effectiveness at child socialization also predicted marital satisfaction about equally for both sexes. The other roles show different relationships. Spousal competence in the recreation role predicted satisfaction for the wife but had no value in predicting satis-

faction of the husbands.

While competence in only two roles appears to contribute substantially and a third moderately to predicting marital satisfaction of the husband, competent performance of the husband in all the selected family roles contributed to the prediction of satisfaction of the wife. However, some qualification must be made for the small reported beta weights (the very small expected change in marital satisfaction for a change of one standard deviation in the individual competency score). Also, as significance levels are not reported, conclusions of influences must be guarded.

Overall, however, Nye's data appears to give support for the research hypothesis in the case of the wives. For the husbands, the data provides limited support for the hypothesis.

General Role Competence

"One of the primary resources in marriage appears to be competent performance of family roles" (Nye, 1976:181). Strong support has been given to this suggestion of the importance of competency of performance of marital roles to marital happiness (Blood and Wolfe, 1960; Hicks and Platt, 1970:556). One of the primary costs appears to be inadequate role enactment.

Role competence refers to how well a role is performed (Nye, 1976) or whether the unique family roles played by a member fall short of the normative conception or exceed it (Turner, 1970). Husbands and wives have definite personal

feelings about how they and their spouse should behave in family role situations. The two main sources of these personal expectations are linkages to culturally identified marital positions (husband, wife, father, mother) and the implicit or explicit bargaining among family members for allocation of roles. The resulting normative role conceptions are the basis for evaluation of family functioning.

Working out the details of unique family roles necessitates continual bargaining. Each unique role involves advantages and disadvantages. During family interaction the person carrying out role behavior may be judged competent or incompetent with respect to normative role conception. By accepting the same evaluation of competency and identity that the other holds, each member is better able to adapt appropriate patterns for himself. Also by accurately perceiving one's own personal and one's spouse's competencies and incompetencies, a partner may then incorporate into his or her own role some of the advantages to which they are entitled as a result of the partner's inadequacy. Then an effective and satisfying division of tasks and organization for decision making may be established (Turner, 1970:202).

Factors Affecting Perception of Competency in Marital Roles

Many factors affect the perception of competent marital role enactment. The importance of family life to an individual determines the amount of energy, time and resourcefulness that he or she is willing to devote to the marital relationship. Changes in opportunities for gratifications

elsewhere (e.g. in the career role) or a change in marital or family needs will affect individual investment in marital role performance (Turner, 1970:206). The normal progression of the life cycle with its inevitable changes in family and personal values and needs may bring about changes in criteria for the perception of competence or incompetence in individual family roles. For example, the birth of a child may raise the criteria for competency in the provider and child care roles and temporarily lower the expectations for role enactment in the housekeeping, therapeutic, social and recreation roles. Technological change can affect perceptions of role competency by changing the role description or value of a task within the family. Changes in social environment, such as natural disaster, economic depression or more immediate changes such as loss of job or kinship crises (e.g. illness or death of a close relative) will shift the expectations for role competency by hindering or elevating expectation for selective role performance.

Rodgers (1973:57-58) suggests three reasons for an evaluation of incompetence in role behavior. The role enactor may not understand fully what is expected. Because of lack of behavior skills he/she may have been unable to respond in the anticipated way. Thirdly, having understood the expectation, he/she may not have desired to respond in the anticipated way. This decision to respond or not is likely based on his/her anticipation of rewards or costs from that role enactment as compared to alternative behavior.

Role incompetence in one aspect of role performance can lead to devaluation of unchanged performance in other aspects of the family role structure (Turner, 1970:207). For example, inability to deal with one crisis adequately may lower perception of general competency in all areas of performance of this role or in the marriage generally. Turner (1970:201) suggests that role competency is one of the prime conditions underlying chronic family conflict. He further suggests that the disruption which that role incompetence creates in normal family interaction may or may not induce conflict depending on whether these disruptions are attributed to a particular family member. If the image which one has of the spouse is one of high general role competence, it is unlikely that the source of acute disruption will be perceived as related to that spouse's identity. On the other hand, an established conception of general role incompetence provides a ready explanation for any disruption. In this case, disruption is likely to result in chronic conflict and low marital satisfaction (Turner, 1970:201).

Re-evaluation may also be upward. Dealing competently with one crisis may result in lasting changes in attitude toward the individual's role performance. This more positive attitude may in turn reinforce the spouse's more competent and assertive role enactment, which in turn justifies and reinforces the changed role. Using this principle, coaching or assistance in skills for improving role performance upgrading marital profit by upgrading the evaluation of role

competency.

Dual-career couples appear to experience unique stress dilemmas. These could have an effect on their definitions and evaluations of marital role competency and consequently on their satisfaction with the relationship (Rapoport and Rapoport, 1969; Fogarty and Rapoport, 1971; Bebbington, 1973). These dilemmas can be analyzed to include those caused by physical and emotional overload, discrepancy between personal and social norms, dilemmas of identity, social network dilemmas and role cycling dilemmas.

Role Competence and Marital Satisfaction

Marital satisfaction has been described earlier in the review as a subjective evaluation of need fulfillment. Attempts to predict marital satisfaction has preoccupied sociologists looking at family interaction for the last twenty years (Burr, 1972; Rollins and Cannon, 1974; Spanier, 1975; Blood & Wolfe, 1960). Little progress has been made, however, in explaining why certain experiences, attitudes or characteristics of individuals are related to satisfying marriages.

One theory relates to the competency with which marital and family role activity is enacted. If family roles encompass the essential activities of family life, then the more competently one spouse enacts these roles, the more rewards he or she should receive and provide the other spouse. Furthermore, the more rewards which the self and spouse receive, the better satisfied he or she should be

generally with the marriage.

Marital role phenomena cannot be understood apart from the interplay between roles. Because of this, a perception of exceptional marital role competence does not directly indicate high marital satisfaction. Exceptional role competence which is not balanced by equally exceptional role competence on the part of the spouse may become a threat to the latter's identity in two ways. A partner's role identity may be made to appear all the more inadequate because of the constant positive example of the spouse's identity. Also, the spouse's perceived over-compliance with role obligations may make the partner perceive greater indebtedness. Therefore, Turner (1970:201) suggests that marital satisfaction and harmonization is probably facilitated by fairly high but balanceddegree of both real and perceived role competence by and of marital partners.

Although there are personal differences in the marital experience and method of task allocation, there are also observable patterned elements. These reflect social and cultural forces which could result in either stress or satisfaction for the couple. Some cultural ambiguities which would affect the evaluation of competence and satisfaction for the dual-career couple could include whether the pattern is considered selfish or unselfish, whether it is acceptable to put a career before or equal to other family roles, and whether it fits with sexual identity to pursue cultural definitions of "masculine" or "feminine" roles. Among those

personal values relevant to an evaluation of role competency and satisfaction would be the value placed on standards of child care and socialization, on socio-economic status, on domestic comfort, on personal security, on leisure activities, on kinship, friendship and community involvement and acceptance, on sexual and other intimate involvement and on career and family goals. Individual tolerances for uncertainty, disapproval, anxiety, conflict and tension would influence accepted criteria for perceptions of competence and satisfaction. The personal perception of costs and rewards related to the work situation itself could present a dilemma by exerting powerful independent influence on levels of competency in enactment of other family roles. However, studies indicate that women with high work commitment show an equally high level of competence and personal motivation in family roles as well as high reported marital satisfaction (Hoffman, 1974; Fogarty and Rapoport, 1971; Safilios-Rothschild, 1975).

Burke and Weir (1976) implied from their study of dual-career couples that successful and dual-career spouses, compared to traditional spouses, are more self-reliant, self-sufficient individuals suited to an equalitarian type of relationship which would allow for development of separate identities and sharing of role power. They found the career wife to be less passive, more self-assertive than the housewife. This would seem to imply her need for and ability to achieve competency in all areas of her life roles. The dual-

career husbands in the Burke and Weir study were characterized as less assertive and less concerned with power and authority than traditional husbands. The researchers suggested that this implied a less power dominant male role in the dual-career families. This could initiate or allow a greater possibility for role flexibility, adaptability and sharing that has been shown to be related to successfully dealing with the stress inherent in the dual-career lifestyle.

As most careers have an intrinsically demanding character, for the dual-career couple it could be expected that the career roles would have a high degree of dominance for both spouses (Rapoport and Rapoport, 1976). Ridley (1973) suggests that the degree of satisfaction or gratification received from performance of a dominant role influences the role performance in recessive roles. It could be suggested that when both husband and wife have high career commitment, they are likely to share certain values, interests, stresses, role dilemmas and satisfactions, as they relate to this shared provider role as well as other family roles. The Rapoports (1976) suggest from extensive research that there are, for dual-career couples, certain levels of commitment, certain combinations of personalities, values and backgrounds that allow these individuals to achieve a satisfaction level of marital role competency, thus allowing them to achieve satisfaction in combination of family and career roles.

Contemporary dual-career families experience considerable

strain, yet choose voluntarily to live in this way, and not merely adapt the pattern to achieve short-term goals. This suggests that there must be rewards to the life pattern that outweigh the costs and make it a viable, satisfying life-style choice for high energy, competent individuals.

Competency in Individual Marital Roles and Marital Satisfaction

Research has indicated differentiation in the value placed by individuals as well as social groups upon different marital roles. The value of the role appears to be directly related to the needs which the individual feels should be met within the marital relationship. The more important the role, the more rewarding competence in performance of that role would be (Nye, 1976:183). Conversely, incompetence in valued roles would appear to cause greater role strain and significantly lower general and specific satisfaction than that in roles with lesser perceived value. Therefore, it is expected that the relationship between competence and general marital satisfaction would be greater in highly valued roles.

Along with subcultural normative variations we can expect variations in role value in all families over time. Traditionally, housekeeper, child care and sexual roles have been assigned by norms to the wife with the provider role assigned to the husband and kinship and child socialization roles to both. However, especially in dual-career marriages, there is a tendency in recent years to share and interchange

family roles. (Holmstrom, 1972; Rapoport and Rapoport, 1976; Aldous, 1974; Nye, 1974, 1976). Therefore, for the purpose of this research, competency by both spouses in all family roles becomes an issue in analysis of dual-career family functioning.

Therefore, this section of the review will look briefly at each of nine specified family roles to attempt to assess the value of role competence in that area of the marriage to the marital satisfaction of each spouse. The nine family roles included in the analysis are the career (provider), child care, child socialization, therapeutic, sexual, recreation, housekeeping, kinship and social roles.

Each marital role is looked at in this research in terms of responsibility for enactment, personal importance of and satisfaction with as well as personal and spousal competence. Therefore, this section of the review will look at each role briefly with these variables in mind.

Most families in an urban industrial society must play certain roles outside the family group in order to maintain the group (Ridley, 1973; Rodgers, 1972). The provider role is a well-established traditional family role in which the necessary income, goods and services are obtained for the fmily (Slocum and Nye, 1976). Recent research dealing with family roles suggests that major changes are taking place in provider role expectations and enactments, especially in middle class and dual career families (Rapoport and Rapoport, 1976; Holmstrom, 1972). It appears that the old normative

structure that placed the entire responsibility for this role on the husband is weakening. Women, however, still appear to have lesser responsibility to perform this role in their families than do their husbands (Slocum and Nye, 1976:89).

It may be expected that the degree of gratification received from performance of this dominant role would influence the role performance in more recessive family roles (Ridley, 1973). Therefore, the perception of general competence is also likely to be greatly affected by career competence. For the middle-class man, as career is accepted as a dominant role for him, he would probably be evaluated less harshly for poor performance of other family roles if he proved very competent in this outside role. For the working middle-class wife, however, because she has usually added the career role by choice and because culturally and often personally her dominant roles are regarded as home-centered, she is likely to be judged more harshly on her competence in home-related roles.

Among the highly educated, a relationship has been noted between a wife's employment and higher marital happiness (Hoffman and Nye, 1974; Kanter, 1977). Kanter (1977) suggests that intensive studies of depressed women lead researchers to conclude that there is "something protective in the work situation" (Weisman and Paykel, 1974:72). Hoffman (1961) in a study of working women found that higher status jobs were better linked and often had a positive effect on the family. They were also the jobs that provided more

responsibility, security, autonomy and thus more self-esteem for the enactor. Kanter (1977) suggests that whether a woman has an opportunity for self-expression and exercise of power at work can be important to her mental health and her relationships. It appears probable then, that if the career role is personally important and satisfying, there could be a high correlation between competence in this role and satisfaction with the marriage.

Child care and socialization have been considered by many researchers as definitive elements of family as they appear to be the roles basic to the structure of the family (Reiss, 1965; Weigert and Thomas, 1971). It appears obvious that these two roles overlap. However, they do involve different activities and can be divided according to who performs activities associated with them. There are basic differences in the roles. Socialization deals with developing the child's social and mental capacities to produce a "socialized" person. Child care focuses on providing physical and psychic care for the child to produce a healthy organism (Gecas, 1976:50). It can be suggested that tasks involved in the socialization role are often perceived to be more complicated, more variable, more subject to frustrations and have more unpredictable outcomes than activities involved in the child care role, which can be mechanical and routine (Gecas, 1976:50). Another difference between the roles is that they are not of the same value over the life-cycle of parent-child involvement. Gecas (1976:50) suggests that at the early

stages, care of physical needs is critical. As the child gains physical and mental skills and competence to assist in the fulfillment of these basic needs, the parental socialization role becomes of greater importance. The sex of the child is also seen as an element in role evaluations.

Criteria for assessing competency of performance are more clear cut for the child care role than for the socialization role. The outcomes of competency or incompetency are also often much more visible for child care than for socialization (e.g. improper physical care may result in illness). Dual-career literature indicates that competent parenting is of great important to dual-career individuals (Rapoport and Rapoport, 1976; Holmstrom, 1972; Bebbington, 1973; Johnson & Johnson, 1977). Therefore, competency in performance of child care and socialization roles can be expected to affect the marital relationship.

The housekeeper role is generally perceived to be one of the most established traditional female family roles. "Conceptually the housekeeper role includes all the instrumental tasks in food processing, cooking and serving, cleaning, laundering, repair of clothing and household equipment, marketing and keeping the financial records relevant to these tasks" (Nye, 1976:90). Solcum and Nye (1976:99) suggest, however, that the housekeeper role is undergoing a process involving many basic changes, one of which is normative decline. Their research indicates that most women identify little with it, and that other family and non-family members

can easily share it. Some of the tasks can be performed more efficiently by specialists -- restaurants, laundries, bakeries, professional housecleaners. Therefore, the researchers suggest, this role is unlikely to continue as a primary responsibility of or source of rewards for many women.

The literature presents a mixed picture of how the housekeeper role is enacted by educated dual-career couples. Social class and education appear to affect performance in this role in that educated men were more likely to accept some role responsibility, whereas men with less education tended to feel the role was the sole responsibility of the wife. (Blood and Wolfe, 1960; Komarovksy, 1972; Nye, 1974). Women with college degrees were more likely to support shared responsibility. (Bernard, 1964; Rapoport and Rapoport, 1976; Carisse, 1976). Large amounts of data indicate that women retain prime responsibility for the housekeeping role whether or not the wife is working and regardless of her work commitment (Meissner et al, 1975; Safilios-Rothschild, 1974; Darley, 1976; Rossi, 1970). However, data indicates that both the norms and enactment of the role are shared by some highly educated women and well-educated men (Slocum and Nye, 1976:97; Rapoport and Rapoport, 1976; Scanzoni, 1976).

Sexual role enactment cannot be analyzed as a shared or segregated role since it, as the therapeutic role, has been increasingly shown to involve services of one spouse to the other. Only recently has this role been conceptualized as a

male as well as a female role. Many researchers have studied the relationship between sexual competence and satisfaction and marital satisfaction (Wallin, 1960; Mowrer, 1954; Ellis, 1954; Gebhard, 1966; Pineo, 1961). Carlson (1976) speculates that greater involvement in a career occupation creates greater need for the emotional and physical pleasures of sex. He suggests also the possibility that career oriented men have the greater physical and psychic energy required for sexual role competency (Carlson, 1976:109). Research indicates that career women also exhibit personal characteristics that would indicate similar needs and competencies (Horner, 1972; Ohlbaum, 1971; Burke and Weir, 1976). Dual-career couples appear to be generally demanding of emotional support from their marital relationship (Ridley, 1973; Rapoport and Rapoport, 1976; Holmstrom, 1972). It could be expected, therefore, that they would find the sexual role important to them and strive for competence in this area of their marriage.

Competence in the <u>therapeutic</u> role appears to be gaining in importance in modern family structure. By therapeutic role is meant the ability to and responsibility for actively helping each other with personal problems (Nye, 1976). Whether the problem is instrumental, intellectural, ethical or emotional, the increased choices available to both men and women, the ever-changing nature of roles, the relative unavailability of other intimate relationships increases the relative importance of the spouse as a therapeutic resource.

Nye suggests that emotional content is relevant to much therapeutic problem solving. The marital therapeutic role player to be perceived competent must be able to supply some of the needed emotional support. He further suggests that other therapeutic elements involved include active listening, supplying additional information, concepts and insights and taking concrete actions in sharing the solution of the problem. Nye, therefore, indicates that the therapeutic role concept encompasses a broad range of responsibilities and actions (Nye, 1976:115).

The growing importance of the therapeutic role to the dual-career couple (Rapoport and Rapoport, 1976; Curtis, 1976; Holmstrom, 1972) is facilitated by the additional set of common resources and experiences they share (Nye, 1973). Professional couples appear to share cues, opinions, values relevant to therapeutic marital interaction (Martin, Berry and Jacobson, 1975; Rapoport and Rapoport, 1976, Lein, 1974; Holmstrom, 1972). The Rapoports (1976) found greater joint participation of the couple in decision making and more time and energy allotted to joint family problem solving by dual-career couples than with traditional couples.

Recreation can be defined as "activity--apart from the obligations of work, family and society--to which the individual turns at will for either relaxation, diversion or broadening his knowledge and his spontaneous social participation, the free exercise of his creative capacity" (Dumazedier, 1967:16-17). This definition intimates the

functions of leisure to be relaxation, entertainment and personal development (Dumazedier, 1967:13-14). This is accomplished through the use of discretionary time. It becomes clear that certain activities do not fall clearly within either the work or recreation roles. For example, sewing or cooking may be partly obligatory and partly perceived as primarily pleasurable. Employment roles may also be sources of great creative personal rewards. Activities which may be recreational for one may be perceived as work for another. Therefore, we will assess the recreation role to involve shared leisure activities.

There is evidence that recreation is highly valued by families and some evidence that spouses feel a sense of duty with respect to it (Clawson, 1964; Davis, 1970; Carlson, 1976; Burch, 1964; King, 1968; Nye, 1958; West and Merriam, 1969; Blood and Wolfe, 1960; Komarovsky, 1962; Gerson, 1960). Increased available time and financial and personal resources for recreation in the family is a recent phenomenon (Carlson, 1976). As a result, there is a possibility of a wider variation in the expectations and importance of providing family recreation and the effect competency in this role would have on marital satisfaction. It could be suggested that dual-career spouses with moderate career commitment would value companionship provided within the recreation role and have the shared values and resources to enjoy a wide choice in both quality and quantity of recreational activities.

Recent literature indicates that kinship obligations

and interactions still exist and have importance in modern urban society (Adams, 1968, 1970; Sussman and Burchinal, 1962; Reiss, 1962; Leichter and Mitchell, 1967; Adams, 1968). Farber (1964:196) suggests the characteristics of kinship role norms to be participation in rituals and ceremonies, promotion of welfare of family members, making personal resources available to family members, trust in kindred and maximizing communication. Bahr (1976:61) suggest that another dimension is the importance of kinship obligations as compared to other family roles.

There is wide support recently for the view that the context and extent of kinship interaction has changed (Nye, 1976). It is argued that the family has lost certain functions and that kinship structures are now weaker or less important (Bahr, 1976). Farber (1964:188) suggests that extended kin structures now exist mainly for emotional or sentimental reasons. Studies of dual-career families do not reveal this role to be of great importance to them (Holmstrom, 1972; Rapoport and Rapoport, 1972). The heavy time commitments of these couples does not appear to allow them much opportunity for informal interaction with relatives.

Certain careers encourage the use of leisure time to foster social contacts to further the career advancement (Roberts, 1970). Although there has been no discussion of a separate <u>social</u> role in the research literature on family roles, a social role has been assumed for the purpose of this research to be probable in the role structure of many

dual-career couples. Some career occupations carry with them certain social obligations which must be met if the individual is to be judged as competent in that role. As either or both spouses may have these commitments, competence in this career related role may be an important variable in evaluating personal and marital stress and satisfaction. This role may be considered distinct from the recreation role because of its strong connection to career role obligations.

In summary, it becomes apparent that marital role competency will have an effect on marital satisfaction dependent upon the needs and resources of the persons involved. Because of the unique characteristics of the dual-career life pattern (e.g. dual-career commitment, inherent stress, suggested greater role sharing) these couples may develop a life pattern that presents a unique relationship between these variables. It is the purpose of this research to investigate the relationship between role competencies and marital satisfaction with a sample of dual-career couples with children to see if it differs for these couples from the pattern found by Nye in his study of a random sample of married couples also raising young families.

CHAPTER III

ANALYTIC FRAMEWORK--SOCIAL EXCHANGE

The conceptual framework underlying this thesis is the social exchange framework. It was chosen because it deals with family role enactment as a process that has both costs and rewards as an integral result of its system interaction. It is the latter of these two, the rewards, to which the research is directed, namely the rewards resulting from competent role enactment that are necessary to produce a feeling of satisfaction by the individual both with that particular area of the marriage and with the marriage relationship itself.

The present chapter offers a brief summary of the basic principles of social exchange theory. The application of this approach to role enactment and marital interaction is also given. Finally, the important propositions derived from exchange theory that relate to the present research are included.

The central assumption of social exchange theory is that persons select their relationship and activities in order to maximize their profit (i.e. the rewards minus the costs). Individuals seek rewards based upon their perceived needs which are modified and given meaning by the social

context within which they interact. Family and marital behavior can therefore be viewed as non-random, purposive and goal-oriented. Men and women can be assumed to stay married because they perceive the situation as profitable, relative to their personal resources and comparison levels of alternatives (Scanzoni, 1976). The process of marriage therefore involves the giving and getting of both tangible and intangible rewards. Marital cost-reward balances are individual to each couple as well as to each husband and wife. Heath (1976:1) suggests that many social exchanges are readily recognized and described as such by partners. Theorists (Thibaut and Kelly, 1959; Blau, 1964) point out that the exchange process will continue only if both partners believe that the exchange provides them with more rewards than other options currently open to them.

Certain concepts that relate to exchange theory are defined in order that the use of this framework for this research may be more clearly understood. Exchange is defined as a process in which individuals seek rewards based upon needs which are modified and given meaning by the social context in which the individual performs (Blau, 1964). The social context considered in this research is the marital role relationship of the individual.

The social exchange process involves consideration of personal resources, which are the commodities exchanged. These resources can be skills, material benefits, feelings-anything that has recognized utility value to the dyad in-

volved, particularly to the recipient of the exchange. Resources are affected by personality, relative needs or the relevant cultural values attached. The resources we emphasize in this research are perceived competence in marital role enactment. Comparison levels of resources are what an individual feels he should receive in his/her exchanges with the spouse. They are standards by which the person's resources, costs and rewards are subjectively evaluated in an exchange relationship, whereas comparison level of alternatives refers to the comparison of costs and rewards of establishing an alternative relationship compared to the costs and rewards related to maintaining the present relationship.

Costs and rewards in a relationship process vary continually (Burr, 1973), a cost being defined as investments, what you give so that the other will give you rewards, and rewards being defined as those benefits received which help meet one's needs. A profit denotes a particular positive balance of costs and rewards that an individual experiences in an exchange (Burr, 1973). Homans (1961:55) stresses that the value of the activity to the individual influences the amount of profit perceived and that no exchange containues unless both parties perceive a profit. This concept is important to an understanding of this research in identifying the value of individual exchanges of role competencies.

Social exchange theory provides a means of looking at the degree to which self and spousal role competence or in-

competence in one's several family roles is related to personal satisfaction with the marriage. If it is within family roles that marital exchanges take place, it follows that the more competently these roles are enacted, the more rewarding the relationship will be. If the perceived rewards from the role behavior are at least at one's comparison level, then he or she should be satisfied with the marriage, providing costs are not too great.

Comparison level analyses (Thibaut and Kelly, 1959) proposes that each individual has a ration of costs and rewards in any exchange situation which provides outcomes he or she feels are deserved and should be received. Within a marriage, it is assumed that each spouse has individual criteria by which they would judge a level of role competency with which they could perceive personal and spousal satisfaction. If role performance achieves outcomes at or above this level, the individual would perceive satisfaction within that role. Applying this principle to several disparate marital roles, he or she will be better satisfied according to the more personally important roles in which this comparison level is met.

Reciprocity suggests that individuals will feel the need to reward those who have rewarded them (Blau, 1964; Ekch, 1974). Role competence by one spouse may encourage the other spouse to wish to contribute by being equally competent in order to maintain the relationship. Research suggests there are several reasons for believing that com-

petent rewarding role enactment by one spouse is likely to be reciprocated by such performance by the other (Rapoport and Harrell, 1972; Nye, 1976). Edwards (1969) suggests that what is exchanged in husband-wife interaction is the satisfaction of an obligation for which another is incurred. Where equalitarian norms are applicable, the exchange may be one with resources of identical value. Homan (1964) hypothesizes that individuals with equivalent resources are most likely to maximize each others rewards. He suggests that two individuals with similar resources are best able to communicate, negotiate and continue interchanging. In marriage these spouses are more likely than those with asymetrical resources to maximize their profits because the relationship they establish is most likely to be symetrical and one which minimizes costs. Research indicates the dual-career couples possess similar high levels of person resources and deal on similar evaluative planes (Rapoport and Rapoport, 1971, 1976; Scanzoni, 1976). It may also be that these couples deal with a high level of stress and require a higher level of role performance to perceive a profitable exchange than those who have fewer and less symetrical resources. This may increase the costs to both the spouses. Nye (1976) suggests, however that these increased costs of higher role expectations are likely to be less than the greater rewards from superior role enactment. Role redefinitions both at a definitional and behavioral level that are necessary to deal with the stress of this innovative life pattern are likely

to result in a higher level of communication, companionship and empathy resulting in more similar couple comparison levels. Scanzoni (1976) suggests that if both partners are obliged and desire to provide maximum levels of status and economic input to the marriage, the result could be a more extensive and intensive system of husband-wife reciprocities with the result being greater levels of expressiveness, cohesion and stability than exist in the traditional marriage.

In many modern families, role performance is becoming negotiable, interchangeable and shared. For these couples, role competence by one spouse may increase the profit of the other as good performance by one's partner in a shared or negotiable role will lighten one's own responsibilities, thus decreasing personal role costs and increasing rewards. Conversely, incompetence in role performance is likely to increase the stress (a cost) in the relationship and lower the profit for either or both spouses. As marital satisfaction is a variable, it can be hypothesized that the greater the rewards the spouse feels he or she has received from both self and spousal role performance, the greater will be personal marital satisfaction (Nye, 1976). A comparison level of alternatives can also be considered in that researchers have suggested also that satisfaction appears to be a correspondence between the actual and expected or a comparison of the actual relationship with alternatives (Burgess & Locke, 1945; Rollins and Feldman, 1976). This definition permits

an understanding of the importance of a subjective evaluation of competent marital behavior in meeting one's needs if the marriage is to be more satisfying than some other arrangement.

The following propositions therefore were derived from exchange theory that relate to the present research (adapted from Nye, 1976:193):

1. Spouses who enact family roles competently provide greater rewards for others than those whose role enactment is less competent.
2. Spouses who enact family roles competently provide greater rewards for themselves than those whose role enactment is less competent.
3. An individual who is perceived as providing good reward-cost outcomes to his or her spouse is likely to be liked and valued by that spouse (Thibaut and Kelly, 1959; Homans, 1961).
4. Individuals who perceive themselves as providing good reward-cost outcomes to themselves, are likely to be liked and valued by themselves.
5. Individuals who are perceived as providing good reward-costs outcomes to spouses are more likely to receive good reward-cost outcomes in return.
6. Individuals who receive good reward-cost outcomes from each other are likely to be satisfied with their marriages (Homans, 1961; Thibaut and Kelly, 1959).

CHAPTER IV

RESEARCH DESIGN

In this chapter the experimental design is described. Information regarding the sampling procedures and limitations, instrumentation and data collection is presented. The statistical methods used to analyze the data are also discussed.

Sampling Procedure

The interests of the study guided the selection of a particular sample. As no accurate list of the entire population of dual-career couples in Alberta was available and professionals are often reluctant to supply lists of colleagues and their family situations, it was not possible to identify the target population. Realizing that a representative sample would be difficult to obtain, certain operational criteria were identified to guide decisions about inclusion in the sample. These criteria were as follows:

1. Only married dual-career couples living together would be included.
2. The locale of the study would be urban Alberta.
3. Both spouses must have been actively committed to demanding careers for at least one year. A demanding career was deemed to be one which required a high degree

of education and where the individual reported high work commitment (over 15 hours a week).

4. At least one child under 16 must be living at home.

By regulating these criteria, it was anticipated that a fairly representative sample of the target population of dual-career couples would be forthcoming. As the demands of the life pattern generally preclude the probability of extensive involvement in clubs and social organizations, it was necessary to look to professional newsletters and personal contacts to obtain names of couples who would meet the specified criteria. Ads were placed in two local professional newsletters and personal contacts were asked to submit names of friends and associates who met the sample criteria and whom they believed would be willing to participate.

Sample Limitations

Of importance to this research was the question of the representative quality of the sample. This method of selecting an experimental group has certain limitations. With use of a small sample of volunteers, there is a risk of potential sample bias. The sample represents only a self-selected group of dual-career couples at various stages of career and family cycles. It cannot be determined how many couples are eligible to take part in the study and were not identified, nor how many were verbally contacted, made aware of the focus of the research and consequently refused to participate. There is no way to determine how similar or different the sample is in role beliefs and behavior than the general popu-

lation of dual-career couples. Also, the sample is primarily from a single city which presents obvious limitations.

The exploratory nature of the study and the small relative size of the probable sample population greatly limit generalizations. However, as the focus of this research is basically a replication analysis, even though there are variants in sample and situation characteristics, it is possible to somewhat increase generalizability (Kerlinger, 1973: 331).

As the sample is different in structure from Nye's earlier work, this research will not simply confirm or qualify the earlier findings, but will test whether they extend to a situation that differs in conceptual structure as well as specific detail. The replication sample of dual-career couples will test how general the principles and processes are and will attempt to account for unexpected findings or failure to confirm predictions.

Instrumentation

Data was collected as part of a study of problem solving behavior of dual-career couples. An eight page questionnaire was developed to explore the demographic characteristics, marriage and career characteristics, as well as role analysis and problem solving mechanisms of these spouses. The questionnaire was designed to be equally applicable to the situations experienced by men and women, therefore the same questionnaire was used for both sexes. The questionnaire included several subsections.

Demographis Variables - a demographic analysis of the sample allowed the researcher to establish a general picture of the ages, marital status, numbers and ages of children living at home, age at childbearing, religious preference, education level, stage of career development and child care arrangements. A general overview of the particular family situation being dealt with by the couple and the factors that influenced their choice of the dual-career family life pattern were established. Questions concerning the career role were designed to elicit the objective occupational investment as well as to illuminate the qualitative aspects that would affect the degree of commitment and competence in the career role, as well as its stresses and rewards.

Role Analysis Instruments - five areas of inquiry into the role structure of the respondents were included in the questionnaire. These were role responsibility (who usually enacts the role); role importance; personal satisfaction with that area of the marriage; evaluation of self and spousal competence in individual marital role performance as well as perception of self and spousal general role competence. Changes were made from the instrument used in the study being replicated in that nine marital roles were included in the role analysis for both spouses (i.e. provider, therapeutic, housekeeping, child care, child socialization, sexual, recreation, kinship and social). Nye, in the original study, investigated competency in five roles for the wives and six for the husbands. He omitted investigation of the provider

role for the wives and the sexual and housekeeping role for the men.

A question was included to establish who actually enacts the role in the family. The question was adapted from one used by Nye in his 1970 study to establih role responsibility. The question was asked to test different ways of sharing family tasks. Respondents were asked to indicate who "usually did the task". Nine choices of role allocation were available for each of the nine roles. In analysis, the researchers expanded this to fifteen categories as a result of some of the respondents circling more than one response (indicating greater role sharing than was expected).

A section on personal importance of the role to the individual was added to Nye's question dealing with personal satisfaction with role enactment. The reason for this was the assumption that in order for competence in role enactment to affect personal and marital satisfaction, that competence must be within a role personally valued by the individual. Seventeen areas of family interaction were included in this question, only nine of which are of interest to this research. The respondents were asked to rate the personal importance of the role from very important to very unimportant, then to rate their personal level of satisfaction with that area of the marriage. The choices ranged from very satisfied to very dissatisfied for this evaluation.

The independent variables for this research analysis

were self and spousal evaluation of role competency. The measurement instrument used was one developed by F. Ivan Nye (1970) for his study of the role structure of the American family. An example of the question follows:

> People vary a good deal on how well they do different things. Please give your most accurate estimate of how well you and your husband/wife do each of the following things:
>
> | Yourself | Your Husband/Wife |
> |---|---|
> | HOUSEKEEPING | |
> | 1. much below average | 1. much below average |
> | 2. a little below average | 2. a little below average |
> | 3. about average | 3. about average |
> | 4. above average | 4. above average |
> | 5. unusually well | 5. unusually well |
> | 6. I don't do it | 6. he/she doesn't do it |

For the sexual role, the wording was changed to range from much below meeting needs to exceptionally good or no sexual involvement. Some of the other responses also were adjusted from the original to better fit the sample of dual-career spouses (e.g. for the questions in the original instrument regarding the provider role, the responses "not employed outside the home" and "retired" were deleted).

For this study, a question was constructed to inquire into the perception of general perceived competency of self and spouse at meeting the needs the respondent felt should be met within a marital relationship. The response choices ranged from very competent to very incompetent. A problem with analysis arose because of reverse ordering of the responses. Adjustments were made in the analysis to correct for this.

Nye in his investigation of marital satisfaction used two indirect measures of marital satisfaction, one establishing if the respondent would marry again and the other establishing whether he/she would marry the same person. Only the latter measure was used in the actual statistical analysis.

For the purposes of this research a more direct and global measure of the dependent variable was decided upon. The marital satisfaction question on the Locke-Wallace Short Form (1959) was ultilized. This question asks respondents to indicate their degree of satisfaction on a scale ranging from extremely dissatisfied to perfect. Respondents were guided by being told that the middle point "satisfied" represents the degree of satisfaction of most relationships.

Reliability and Validity

The data of all psychological and sociological instruments contain error of measurement (Kerlinger, 1973:442). Every effort was made to minimize this error when preparing this questionnaire.

Because a questionnaire is an impersonal method of data collection, some of the data received may not be reliable or accurate. However, the advantages of this method of data collection may be a greater degree of reliability in that the questions used to establish the dependent and independent variables in this research are direct replications of those used in previous studies. The items used to measure the independent variables (role competencies) are part of an

instrument used at least twice previously by F. Ivan Nye with large random samples. The questions were carefully worded with appropriate fixed choice responses. Standard instructions were clearly stated.

Although argument can be made against measurement of the dependent variable (marital satisfaction) with a single item (the global marital satisfaction measure) the Locke-Wallace Marital Adjustment Scale has been widely used to measure this variable and is said to possess high validity (Hawkins, 1966). Therefore, it can be assumed to be a valid one-item indicator of subjective evaluation by a respondent of his or her perception of satisfaction with the marriage.

Content validation of the instrument consisted of carefully examining each item for its relevance to the variable measured and its accuracy of measurement. A panel of faculty members evaluated the instrument as well as a group of four professional couples on whom it was pretested. No instrument revisions appeared to be required after the pretest.

Data Collection

A purposive, non-random sample of 130 couples was recruited. All the couples who were identified by contact persons as meeting the sample criteria were contacted and asked to participate in the study. This was done by enclosing an explanatory letter, two questionnaires and a stamped self-addressed return envelope, sent to the residence or place of business of each dual-career couple. Anonymity

was guaranteed. A separate stamped, self-addressed card was also enclosed offering the incentive of a free book (Shifting Gears) to those who completed and returned the questionnaires. Respondents could also request a synopsis of the research if they desired.

Approximately two weeks later a reminder letter was sent to all couples, emphasizing the importance and anonymity of the study. The letter was followed two weeks later by a second reminder - a stamped self-addressed post card which again urged participation and asking recipients to indicate if they had completed the questionnaire, planned to or were unable or unwilling to participate. A space was left for comments.

Of the one hundred and thirty sets of questionnaire sent to the homes of dual-career couples, fifty-three sets were returned to the researcher. Of these, forty-four were found to meet the established sample criteria. Nine couples did not meet the sample criteria. Three of the women were not presently working; three were working part-time, two couples had no children living at home and one wife had been in a career role for only six months. This response rate of fifty-three represents a return rate of forty-one percent and a usable return of thirty-four percent. However, it must be kept in mind that the length of the questionnaire (about 40-60 minutes) would, in part, account for this. Also it cannot be determined why possible respondents did not wish to participate in the study, nor if this was an individual

or a couple decision. The results of the second reminder gave only partial answers in that forty indicated that they had participated, two indicated that they planned to, two replied that they had lost the questionnaires and were sent a new set and fifteen were uanble or unwilling to respond for various reasons - one couple because they had not received the questionnaires, one because of lack of interest, one because the wife refused to respond, four couples because the husband refused to participate in the research and eight because they did not meet the sample criteria. In addition there was no way to establish whether the couples contacted were still eligible to take part (i.e. still employed or still living together). The high time commitment of this sample group could be a significant factor in the low response as could sensitivity regarding answering questions about intimate areas of their lives. All of these factors would also influence the characteristics of the spouses who did participate in the study.

Method of Analysis - Multiple Regression

Multiple regression was the statistical technique used by Nye to ascertain the relative importance of role variables in predicting marital satisfaction. Nye's arguments for utilizing this technique was that multiple regression is a general statistical technique used to describe the entire structure of the linkages between dependent and independent predictor variables. It specifies an ordering among the variables that reflects a presumed structure of cause-effect

linkages. The technique is a descriptive tool by which the linear dependence of one variable (marital satisfaction) on others (specific role competencies) is summarized. It allows for deletion of independent variables that do not add substantially to prediction accuracy once certain independent variables are included. The main focus of this form of analysis is the evaluation and measurement of overall dependence of a variable on a set of other variables and examination of the relationship between the dependent variable (marital satisfaction) and a particular independent variable (i.e. individual role competencies - self and spousal) (SPSS, p. 321).

The best predictions are obtained when the independent variables are highly or substantially correlated with the dependent variable and intercorrelations between the independent variables are low. The higher the correlation between independent variables, the less will successive variables contribute to the prediction (Kerlinger, 1979:170).

Multiple Regression Analysis essentially estimates the relative weights of the regression coefficients to be attached to the independent variables taking into account the correlations between the independent variables and their independent relationships to the dependent variable.

In this research, we are interested in replicating Nye's analysis but also in predicting personal marital satisfaction from eighteen independent measures of self and spousal marital role competencies (independent variables), all of which

have been measured on interval scales for a sample of dual-career husbands and wives. Through multiple regression techniques, the researcher will obtain a prediction equation that indicates how scores on the independent variables could be weighed and summed to obtain the best possible prediction of personal satisfaction with the marriage for the husbands and wives. This method of analysis also allows the researcher to obtain statistics that indicate the accuracy of the prediction equation and how much of the variation in marital satisfaction is accounted for by the joint line of influences. In this connection the prediction equation is simplified by deleting independent variables that do not add substantially to prediction accuracy once certain other variables are included. The main focus of this regression analysis is the evaluation and measurement of overall dependence of the dependent variable (perception of marital satisfaction) on the set of independent variables (marital role competencies).

CHAPTER V

ANALYSIS OF THE DATA

This chapter reports the analysis of the data. It includes a demographic description of the sample, a brief career analysis and the complete descriptive role analysis and multiple regression.

Sample Description

The general age composition of the sample was indicative of the fact they had had time to become established in career and marital roles. The mean age of the men in the sample was 39.6 years while for the women it was 37.8. Respondents ranged in age from twenty-eight to fifty-six.

All the couples had been married at least five years with the maximum length of time married being twenty-six years. They were involved in first marriages with the modal length of marriage being between five and ten years.

The respondents had between one and eight children ranging in age from three weeks to twenty-two years. While not all of them were still "at home" at the time of the survey, a large proportion of them were. The mean number of children per family was 2.5, which is very similar to the national average. The average age was ten years.

The sample (N=88) was primarily Protestant with fifty-

six percent of the sample indicating this religious preference. Eighteen percent were Catholics with eighteen percent indicating no religious preference. The remaining eight percent of the respondents were Jewish (1.1%), Atheist (3.4%) or other (3.4%).

The education level of the sample was understandably high with all except one of the eighty-eight respondents having at least some college education. Fifty percent of the respondents (59% of the men and 41% of the women) held Doctoral degrees (the doctoral category for the purposes of this research included the following: M.D., Ph.D., Law degree or D.D.S.); nine percent of the individuals (68% of the men and 11% of the women) had Master's degrees; seventeen percent (11% of the men and 23% of the women) had some post graduate education. Fifteen percent (16% of the men and 14% of the women) had obtained bachelor degrees with only eight percent (5% of the men and 11% of the women) having some but not having completed a college degree. Only one respondent (a man) had no college education.

Career Description

It can be assumed from previous research that the career role is of great importance for both men and women in dual-career marriages when establishing and maintaining family role structure. Therefore, enquiry was made into the specific career situations experienced by the eighty-eight individuals in the study. The picture appeared somewhat different for men than for women.

Involvement

The most common career area for the women in the sample was that of education, both at the public school (23%) and college (18%) levels. Twenty-five percent were involved in medical services, with eighteen percent pursuing careers in the legal profession. The career women were only minimally involved in social services (5%) and business and accounting (11%).

For the men, the highest representation was found in the legal profession (37%). This weighting could be partially attributed to a higher number of personal contacts in this occupational area in obtaining the sample. The husbands were also represented in business and accounting (18%), education (27%) and medical services (11%). One librarian and one clergyman completed the male sample.

Development

The stages of career development varied, with the husbands reporting themselves well-established more often than their wives. Of interest to this research in the area of family roles is the greater number of women in the early and middle stages of career development as compared to their husbands. This finding is supportive of previous research which indicates the career role as less continuous for women than for men, with many women adjusting this role to fit with their family-centered child rearing roles.

When questioned regarding the percentage of their time

spent in full-time employment since their marriage, eighty-six percent of the men had had continuous careers for seventy-five to one hundred percent of the time, whereas the women showed greater variation in length of employment (i.e. 18%-100% of the time; 23% - over 75% of the time; 23% - from 51% to 75% of the time; 14% - 50% of the time; 11% - 26% to 49% of the time; 5% less than 25% of the time). This appears to be indicative of the woman's interrupted career involvement due to child bearing and rearing responsibilities.

Work Commitment

The data appears to indicate that a good percentage of the men (48%) as well as the women (32%) fell into the area of moderately heavy work commitment, as measured by hours spent at work (41-49 hours). It would appear that this level of commitment is necessary for many career roles if the individual is to reach an acceptable level of professional competence. At the same time, this moderate commitment appears to allow time and energy for acquiring competence in family role involvement. Also worthy of note is the number (23%) of the men and 16% of the women) who committed over forty-nine hours a week to their career roles. At the other end of the scale, it seems significant that only seven percent of the men worked under forty hours per week, whereas thirty-six percent of the women chose this work pattern to fulfill their career and family commitments.

Career Characteristics

The respondents were presented with a list of six descriptive characteristics that could apply to their career role as they perceive it. It is noteworthy that a majority of both husbands (86%) and wives (80%) felt that the need for a high level of education was a primary descriptive factor as was a high degree of commitment by the individual (men-89%, women-82%).

Comparative monetary rewards indicated by this research appear to substantiate the differences generally associated with male and female career focus and commitment and associated economic status. Only two respondents made under ten thousand dollars per year, both of them being women. The mean salary for the women in career positions is $25,864 while that of the men is $41,090. The lowest income for male respondents was $16,000 while the highest was $90,000. The lowest income for career women was $8,000 while the highest was $70,000. This does appear to indicate lesser financial reward for career positions for many women. The fact that their careers are often in the teaching or nursing fields could partially explain this variation as could the finding that many of the women spend fewer hours a week in this role.

Career Supportiveness

When questioned as to the degree of supportiveness the

individual felt towards their spouse's career, the respondents, both men and women alike, were supportive ranging from somewhat supportive to very supportive with most (75%) indicating they were personally very supportive to their spouse's career (81% of the men and 68% of the women).

When the question was reversed and the respondents were asked how supportive they felt their spouses were of their career, the results were similar but a bit lower in the top category. Sixty-six percent of the respondents (68% of the men and 65% of the women) fell into the "very supportive" category while twenty-eight percent were "supportive" (25% of the men and 30% of the women).

Factors Influencing Choice of Dual-Career Life-style

It appears that personal motivation was a prime factor in the choice of the dual-career life pattern for ninety-three percent of the forty-four women respondents. It also strongly influenced the men in their choice of career but to a lesser degree (77%). The education level of the sample appeared to also be an important factor in choice of this life pattern. Sixty-eight percent of the women and sixty-four percent of the men indicated educational level as a relevant factor. It is probable that some women as well as men with higher education might be likely to feel that they should utilize this training by pursuing careers, rather than not working or involving themselves in less demanding jobs. Financial concerns appeared to influence the men and women

to an equal but considerable extent. Forty-six percent of both groups selected this as an influence in their choice of this life style. Spousal influence also appeared to be a factor for thirty-two percent of the men and thirty-nine percent of the women. Relatively few respondents credited job availability (22% of the men and 25% of the women) as a factor with even fewer mentioning family influence or the fact that "it just happened". This seems to contrast with the Rapoports (1971) data which cited "it just happened" as the major element in formation of this family pattern in the 1960's.

Role Analysis

To initiate an investigation of marital role structure and interaction, three areas of enquiry were thought to be essential to allow further analysis of the effect of competency of performance in marital roles on the satisfaction one feels with his or her marriage. These areas were role responsibility (who actually does it); personal importance of the role to the individual, and personal level of satisfaction with that area of the marriage.

Following the preliminary analysis of these areas of family role enactment will be a comprehensive look at perceived marital role competency (self and spousal) and its relationship to the perception of general satisfaction which one feels with the relationship. The perception of general role competency (self and spousal) will also be investigated as a variable influencing marital satisfaction.

Role Responsibility

Noting the results in Table 1, a modal pattern of role sharing is indicated by both husbands and wives. This trend is especially noted in the area of the career role (71% of the men, 75% of the women), which would be expected if both considered their work areas to be equally salient. This pattern of equal sharing is also predominant in the child socialization (80% of the men, 73% of the women); therapeutic (86% of the men, 91% of the women), and recreational roles (71% of both men and women). Equal responsibility by husband and wife was also noted by a majority of the respondents for the role involving the fulfilment of social obligations (64% of the men, 61% of the women). However, a notable percentage (34% of the men and 39% of the women) considered this role as being generally handled by the wife.

The housekeeping role was handled in a variety of ways by these busy families. Thirty percent of the forty-four husbands and twenty percent of the forty-four wives indicated that they shared this role equally with their spouses, while twenty-five percent of the husbands and eleven percent of the wives reported that it was enacted always or mostly by the wife. Often, outside help was employed to help with overload in this area of family role enactment (32% of the families employed outside help for housekeeping duties). However, this role is still apparently a wife's responsibil-

TABLE 1

Husbands and Wives Perceptions of Marital Role Responsibility – Who Usually Does the Following in Your Family?

Percentages and Frequencies

	always or mostly husband	husband & children	husband & outside help	shared half, half husband & wife	always or mostly wife	wife & children	wife & outside help	whoever is available	shared husband, wife & outside help	shared husband, wife outside help & children	children & outside help	husband, wife & children	outside help	children	missing information
HOUSEKEEPING ROLE															
Husband's Report	0	0	2.30 (1)*	29.5(13)	25.0(11)	6.80 (3)	6.80 (3)	4.50 (2)	4.50 (2)	4.50 (2)	0	0	13.6 (6)	2.30 (1)	0
Wive's Report	0	0	2.30 (1)	20.5 (9)	11.4 (5)	11.4 (5)	25.0(11)	6.80 (3)	6.80 (3)	2.30 (1)	0	0	11.4 (5)	0	2.30 (1)
CAREER ROLE															
Husband's Report	22.7(10)	0	0	70.5(31)	4.50 (2)	0	0	0	0	0	0	0	0	0	2.30 (1)
Wive's Report	22.7(10)	0	0	75.0(33)	2.30 (1)	0	0	0	0	0	0	0	0	0	0
CHILD CARE															
Husband's Report	0	0	0	45.5(20)	25.0(11)	2.30 (1)	6.80 (3)	13.6 (6)	4.50 (2)	2.30 (1)	0	0	0	0	0
Wive's Report	0	0	0	45.5(20)	20.5 (9)	6.80 (3)	9.10 (4)	4.50 (2)	9.10 (4)	0	0	0	0	0	4.50 (2)
CHILD SOCIALIZATION															
Husband's Report	2.30 (1)	0	0	79.5(35)	13.6 (6)	0	2.30 (1)	2.30 (1)	0	0	0	0	0	0	0
Wive's Report	0	0	0	72.7(32)	13.6 (6)	0	4.50 (2)	4.50 (2)	0	0	0	0	0	0	4.50 (2)
THERAPEUTIC ROLE															
Husband's Report	2.30 (1)	0	0	86.4(38)	4.50 (2)	0	0	2.30 (1)	0	0	0	0	0	0	4.5 (2)
Wive's Report	2.30 (1)	0	2.30 (1)	90.9(40)	0	0	0	4.50 (2)	0	0	0	0	0	0	0
KINSHIP ROLE															
Husband's Report	2.30 (1)	0	0	45.5(20)	47.7(21)	4.50 (2)	0	0	0	0	0	0	0	0	0
Wive's Report	6.80 (3)	0	0	29.5(13)	50.0(22)	4.50 (2)	2.30 (1)	6.80 (3)	0	0	0	0	0	0	0
RECREATION ROLE															
Husband's Report	4.50 (2)	0	0	70.5(31)	18.2 (8)	0	0	4.50 (2)	0	0	0	0	0	0	2.30 (1)
Wive's Report	6.8 (3)	4.5 (2)	0	70.5(31)	11.4 (5)	2.30 (1)	0	4.50 (2)	0	0	0	0	0	0	0
SOCIAL OBLIGATIONS															
Husband's Report	2.30 (1)	0	0	63.6(28)	34.1(15)	0	0	0	0	0	0	0	0	0	0
Wive's Report	0	0	0	61.4(27)	38.6(17)	0	0	0	0	0	0	0	0	0	0

*In this table, the first number reported is the percentage. The number in parentheses is the frequency.

ity, often with the assistance of the husband or outside help. This distribution could be indicative of the relatively young ages of the children in the sample families.

The kinship role appears to be an area where the wife assumes greater role responsibility than does her husband with forty-eight percent of the men and fifty percent of the women indicating this area as her responsibility. Whereas forty-six percent of the men indicated it as a shared role, only thirty percent of the women allowed that he assumes equal responsibility.

Few individuals chose "whoever is available" as a response. This may indicate that these couples have established stable and crystalized role patterns rather than being undecided about role responsibility.

Personal Importance of and Satisfaction with Role Enactment

The enquiry into this area of family role structure was accomplished by asking each respondent (a) how important each of the areas of family interaction was to their personal satisfaction, and (b) then to rate personal level of satisfaction with these areas of his or her marriage. The ordering of responses allowed variation from very important to very unimportant and from very satisfied to very dissatisfied.

Table 2 responses report different levels of importance and satisfaction in various areas of marital interaction. The roles which generally were of greatest personal impor-

TABLE 2

Husbands and Wives Perceptions of Personal Importance and Personal Satisfaction with Role Enactment

Percentages and Frequencies

	1	2	3	4	5	6
HOUSEKEEPING ROLE						
Personal Importance Husbands	18.2 (8)*	25.0 (11)	36.4 (16)	15.9 (7)	4.50 (2)	0
Personal Satisfaction Husbands	22.7 (10)	45.5 (20)	15.9 (7)	9.10 (4)	0	6.80 (3)
Personal Importance Wives	9.10 (4)	27.3 (12)	31.8 (14)	20.5 (9)	9.10 (4)	2.30 (1)
Personal Satisfaction Wives	11.4 (5)	29.5 (13)	36.4 (16)	15.9 (7)	4.50 (2)	2.30 (1)
SEXUAL ROLE						
Personal Importance Husbands	40.9 (18)	50.0 (22)	6.80 (3)	0	2.30 (1)	0
Personal Satisfaction Husbands	29.5 (13)	36.4 (16)	18.2 (8)	11.4 (5)	0	4.50 (2)
Personal Importance Wives	29.5 (13)	50.0 (22)	20.5 (9)	0	0	0
Personal Satisfaction Wives	34.1 (15)	38.6 (17)	18.2 (8)	9.10 (4)	0	0
CHILD CARE						
Personal Importance Husbands	50.0 (22)	38.6 (17)	4.50 (2)	0	4.50 (2)	2.30 (1)
Personal Satisfaction Husbands	40.9 (18)	43.2 (19)	9.10 (4)	0	0	6.80 (3)
Personal Importance Wives	50.0 (22)	43.2 (19)	4.50 (2)	0	0	2.30 (1)
Personal Satisfaction Wives	25.0 (11)	54.5 (24)	18.2 (8)	0	0	2.30 (1)
CHILD SOCIALIZATION						
Personal Importance Husbands	70.5 (31)	29.5 (13)	0	0	0	0
Personal Satisfaction Husbands	34.1 (15)	47.7 (21)	11.4 (5)	2.30 (1)	0	4.50 (2)
Personal Importance Wives	79.5 (35)	20.5 (9)	0	0	0	0
Personal Satisfaction Wives	25.0 (11)	59.1 (26)	13.6 (6)	2.30 (1)	0	0
CAREER ROLE						
Personal Importance Husbands	50.0 (22)	45.5 (20)	4.50 (2)	0	0	0
Personal Satisfaction Husbands	29.5 (13)	45.5 (20)	11.4 (5)	9.10 (4)	0	4.50 (2)
Personal Importance Wives	34.1 (15)	50.0 (22)	11.4 (5)	4.50 (2)	0	0
Personal Satisfaction Wives	40.9 (18)	40.9 (18)	11.4 (5)	6.80 (3)	0	0
THERAPEUTIC ROLE						
Personal Importance Husbands	52.3 (23)	38.6 (17)	9.10 (4)	0	0	0
Personal Satisfaction Husbands	27.3 (12)	45.5 (20)	20.5 (9)	2.30 (1)	0	4.50 (2)
Personal Importance Wives	43.2 (19)	47.7 (21)	9.10 (4)	0	0	0
Personal Satisfaction Wives	27.3 (12)	43.2 (19)	22.7 (10)	6.80 (3)	0	0
KINSHIP ROLE						
Personal Importance Husbands	13.6 (6)	29.5 (13)	36.4 (16)	15.9 (7)	2.30 (1)	2.30 (1)
Personal Satisfaction Husbands	13.6 (6)	50.0 (22)	22.7 (10)	4.50 (2)	2.30 (1)	6.80 (3)
Personal Importance Wives	11.4 (5)	34.1 (15)	47.7 (21)	2.30 (1)	2.30 (1)	2.30 (1)
Personal Satisfaction Wives	9.10 (4)	52.3 (23)	20.5 (9)	13.6 (6)	2.30 (1)	2.30 (1)
RECREATION ROLE						
Personal Importance Husbands	27.3 (12)	52.3 (23)	15.9 (7)	2.30 (1)	0	2.30 (1)
Personal Satisfaction Husbands	13.6 (6)	54.5 (24)	22.7 (10)	4.50 (2)	0	4.50 (2)
Personal Importance Wives	15.9 (7)	56.8 (25)	22.7 (10)	4.50 (2)	0	0
Personal Satisfaction Wives	13.6 (6)	43.2 (19)	36.4 (16)	6.80 (3)	0	0
SOCIAL ROLE						
Personal Importance Husbands	4.50 (2)	31.8 (14)	43.2 (19)	15.9 (7)	2.30 (1)	2.30 (1)
Personal Satisfaction Husbands	6.80 (3)	63.6 (28)	18.2 (8)	6.80 (3)	0	4.50 (2)
Personal Importance Wives	2.30 (1)	36.4 (16)	40.9 (18)	18.2 (8)	2.30 (1)	0
Personal Satisfaction Wives	4.50 (2)	47.7 (21)	25.0 (11)	22.7 (10)	0	0

1 very important – very satisfied
2 important – satisfied
3 somewhat important – somewhat satisfied
4 somewhat unimportant – somewhat dissatisfied
5 very unimportant – very dissatisfied
6 missing information

* In this table, the first number reported is the percentage. The number in parentheses is the frequency.

tance to both husbands and wives appeared to be child socialization, therapeutic, career and child care. Satisfaction with these areas of the marriage also appeared generally high.

Certain characteristics did appear for various roles that may be unique to this family role pattern. The following section discusses each role separately.

In the housekeeping role, there appeared to be a significant number of both men and women in the sample who did not find this role of great importance to them (57% of the men, 61% of the women). Also, a significant number of men and women ranged from only somewhat satisfied to dissatisfied with its enactment (25% of the men, 57% of the women). This appears to indicate this as a possible area of role stress and personal cost for the spouses in the family.

Considering the sexual role, all but nine percent of the men and twenty-one percent of the women believed this role to be important or very important to them personally. However, only eleven percent of the men and nine percent of the women expressed that they were somewhat to very dissatisfied with role enactment. It would appear that for a majority of the sample, this is an important and satisfying part of their marital interaction.

In the child care role, all but three percent of the men and all of the women considered the physical care of children an important and satisfactorily enacted role. Outside support systems undoubtedly lessen the costs of

this role enactment in many dual-career families.

Looking at child socialization, the data indicated that all of the sample put this role in the area of important or very important. This supports research findings that indicate the importance of child raising to these high resource couples (Johnson and Johnson, 1977; Rapoport and Rapoport, 1976). Satisfaction with the way this role is being enacted is also high for this group. It, therefore, would not appear to be an area of stress in the marriage.

The data related to the career role is a bit surprising in that only fifty percent of the husbands and thirty-four percent of the wives considered this role to be very important to them. However, as great a number (46% of the men and 50% of the women) considered it important with only a few (5% of the men and 17% of the women) giving it a lower rating in importance. Satisfaction with the career role was relatively high with seventy-five percent of the men and eighty-two percent of the wives being satisfied to very satisfied. Only sixteen percent of the 88 respondents (9% of the men and 7% of the women) expressed some level of dissatisfaction with their careers.

Considering the therapeutic role, ninety-one percent of the men and ninety-one percent of the women considered this an important or very important part of their relationship. The remaining found it somehwat important (9%) with no respondent allowing that it would be unimportant to them personally. Satisfaction with role enactment was generally

equally high.

The kinship role appeared to indicate greater variation in personal importance and satisfaction for this sample. The modal area of response was important to somewhat important (66% of the men, 82% of the women) and satisfied to somewhat satisfied (73% of the men and 73% of the women).

For the recreation role, the modal response for this role area was important (52% of the men and 57% of the women) and satisfied (55% of the men and 43% of the women). The wives did appear less satisfied with this area of the relationship than did their husbands.

The sample group did not appear to find the social role of great importance but appeared moderately interested and satisfied. It was expected that this role would be valued by these men and women as a necessary supportive role to their career advancement.

Individual Role Competency - Husband's Perception

Table 3 indicates that generally the husbands rated themselves and their spouses as enacting their identified individual marital roles competently. However, some evaluations of importance to this research were noted. In subjective evaluations of individual role competencies, above average to unusually high ratings were given for self competence in the career role (82%) while eighty-six percent felt their wives fell into this category. Only seven percent of the husbands indicated personal dissatisfaction with

their career role enactment whereas only five percent felt their wives were performing in their career roles with below average competence. About half of the husbands (52%) felt their therapeutic role enactment and that of their wives (55%) was above average or unusually good. Sixteen percent felt they were about average in therapeutic skills, with eleven percent evaluating themselves as a little inadequate. In evaluating their wives' competence at helping them with personal problems, thirty-two percent rated her as average with fourteen percent feeling that she did not meet their needs adequately. As this is a role rated as very important to dual-career men, it appears that this role could be an area of marital stress for a small percentage of our sample husbands.

The child socialization role appeared to be evaluated by the husband as being enacted at an average or above average level with ninety percent evaluating themselves and ninety-nine percent evaluating their wives as average to excellent role enactors. Similar evaluations were made for child care with eighty-four percent putting themselves and ninety-eight putting their wives into this positive category.

For dual-career husbands, the sexual role appears also to be a generally rewarding area of the marriage. Ninety-one percent of the men felt they were fulfilling their wives' needs adequately to unusually well, with fifty-seven percent evaluating themselves as above average. Seventy-three percent felt their wives were responding to their

TABLE 3

Husbands Perceptions of Self and Spousal Role Competencies

Frequencies and Percentages

	Self Evaluation N=44							Spousal Evaluation N=44						
	much below average	a little below average	about average	above average	unusually well	don't do it	missing information	much below average	a little below average	about average	above average	unusually well	don't do it	missing information
HOUSEKEEPING ROLE	6.80 (3)*	6.80 (3)	40.9(18)	31.8(14)	2.30 (1)	9.10 (4)	2.30 (1)	9.10 (4)	20.5 (9)	27.3(12)	20.5 (9)	9.10 (4)	0	2.30 (1)
CAREER ROLE	2.30 (1)	4.50 (2)	11.4 (5)	54.5(24)	27.3(12)	0	0	0	4.50 (2)	9.10 (4)	43.2(19)	43.2(19)	0	0
THERAPEUTIC ROLE	0	11.4 (5)	36.4(16)	40.9(18)	11.4 (5)	0	0	2.30 (1)	11.4 (5)	31.8(14)	36.4(16)	18.2 (8)	0	0
CHILD CARE ROLE	2.3 (1)	6.80 (3)	52.3(23)	25.0(11)	6.80 (3)	0	6.80 (3)	0	2.30 (1)	50.0(22)	43.2(19)	4.50 (2)	0	0
CHILD SOCIALIZATION	0	4.50 (2)	40.9(18)	45.5(20)	4.50 (2)	0	4.50 (2)	0	2.30 (1)	36.4(16)	45.5(20)	15.9 (7)	0	0
KINSHIP ROLE	20.5 (9)	36.4(16)	31.8(14)	9.10 (4)	2.30 (1)	0	0	11.4 (5)	43.2(19)	36.4(16)	6.80 (3)	2.30 (1)	0	0
RECREATION ROLE	4.50 (2)	15.9 (7)	47.7(21)	27.3(12)	4.50 (2)	0	0	4.50 (2)	18.2 (8)	40.9(18)	22.7(10)	13.6 (6)	0	0
SOCIAL ROLE	9.10 (4)	22.7(10)	56.8(25)	9.10 (4)	2.30 (1)	0	0	6.80 (3)	38.6(17)	34.1(15)	20.5 (9)	0	0	0
SEXUAL ROLE	0	9.10 (4)	34.1(15)	43.2(19)	13.6 (6)	0	0	0	9.10 (4)	27.3(12)	13.8(14)	31.8(14)	0	0

*In this table, the first number reported is the percentage. The number in parentheses is the frequency.

sexual needs at a level they were finding rewarding, with forty-seven percent evaluating the wives as above average. (32% of the men evaluated their wives as exceptionally good at fulfilling their sexual needs compared to 14% who evaluated themselves in this category with respect to their wives' needs.)

The recreation role showed a varied range of perceptions of competence of enactment. However, eighty percent of the men were satisfied with their personal enactment and seventy-seven percent were satisfied with their wives' enactment.

Three other roles appeared to be areas of varied perceptions of competence for these men. These are the housekeeping role, in which a surprising number, thirty percent, felt their wives to have below average competency with another twenty-seven percent finding them only of average competency. Self-evaluations were somewhat higher with seventy-five percent evaluating themselves as average (41%) to above average (32%) or unusually good (2%) role enactors. The kinship role, one which research indicates to be of low personal value to these individuals, showed below average assessments of personal (56%) and spousal (55%) competence. The social role, one which this inquiry felt would require competency to ensure meeting the career expectations of these dual-career individuals did show some indication of stress which could result from incompetent role enactment. Many of the men (thirty-two percent) evaluated themselves

as inadequate role enactors, while forty-five percent felt their wives were not enacting this role competently. Only one of the men evaluated himself as performing this role unusually well while none evaluated their wives as unusually efficient in this area.

Individual Role Competency - Wife's Perception

Table 4 indicates that, generally, the wives also rated themselves and their husbands as competent in enacting valued family roles. Evaluations of interest to this research follow.

Competence in the therapeutic role, one found to be of prime importance to the wives' marital satisfaction was perceived to be generally well performed, with eighty percent of the wives evaluating their personal performance in this role as average (46%) to unusually good (34%) and one hundred percent of the husbands being evaluated by the wives as average (25%) to above average (75%) at meeting their therapeutic needs in the relationship. Noteworthy is that only fourteen percent of the husbands, however, were graded as unusually good, with the majority (61%) being evaluated as above average. A number of the wives (46%) graded themselves as only average at helping their husbands with their personal problems.

In the career role, assumed to be a chosen role for these women, seventy-three percent of them evaluated themselves as of above average competence with only five percent

TABLE 4

Wives Perceptions of Self and Spousal Role Competencies

Percentages and Frequencies

	Self Evaluation N=44							Spousal Evaluation N=44						
	much below average	a little below average	about average	above average	unusually well	don't do it	missing information	much below average	a little below average	about average	above average	unusually well	don't do it	missing information
HOUSEKEEPING ROLE	4.50 (2)*	11.4 (5)	34.1(15)	38.6(17)	2.30 (1)	6.80 (3)	2.30 (1)	0	11.4 (5)	20.5 (9)	43.2(19)	20.5 (9)	2.30 (1)	2.30 (1)
CAREER ROLE	0	4.50 (2)	22.7(10)	40.9(18)	22.7 (9)	9.10 (4)	0	0	2.30 (1)	15.9 (7)	54.5(24)	25.0(11)	2.30 (1)	0
THERAPEUTIC ROLE	0	20.5 (9)	45.5(20)	25.0(11)	9.10 (4)	0	0	0	0	25.0(11)	61.4(27)	13.6 (6)	0	0
CHILD CARE ROLE	0	2.30 (1)	40.9(18)	52.3(23)	4.50 (2)	0	0	0	0	25.0(11)	31.8(14)	36.4(16)	0	6.80 (3)
CHILD SOCIALIZATION	0	4.50 (2)	34.1(15)	50.0(22)	11.4 (5)	0	0	0	2.30 (1)	22.7(10)	47.7(21)	22.7(10)	0	4.50 (2)
KINSHIP ROLE	4.50 (2)	31.8(14)	36.4(16)	22.7(10)	4.50 (2)	0	0	2.30 (1)	11.4 (5)	45.5(20)	29.5(13)	11.4 (5)	0	0
RECREATION ROLE	2.30 (1)	25.0(11)	45.5(20)	22.7(10)	4.50 (2)	0	0	2.30 (1)	9.10 (4)	43.2(19)	31.8(14)	13.6 (6)	0	0
SOCIAL ROLE	6.80 (3)	25.0(11)	54.5(24)	13.6 (6)	0	0	0	0	15.9 (7)	31.8(14)	36.4(16)	15.9 (7)	0	0
SEXUAL ROLE	0	20.5 (9)	29.5(13)	31.8(14)	18.2 (8)	0	0	0	11.4 (5)	34.0(15)	31.8(14)	22.7(10)	0	0

*In this table, the first number reported is the percentage. The number in parentheses is the frequency.

feeling below average competence. In evaluating their husbands' career competence, only one man was evaluated as below average, with eighty percent perceived to be achieving above average (55%) to unusually high (25%) career competence. The dual-career literature suggests that this is a high reward role for these individuals and a perception of competence would therefore be very rewarding for them.

Evaluating role competence in child socialization and child care, these appear to be shared and well taken care of by both spouses. Evaluation of self-competency data for child care reveals that forty percent of the wives evaluate themselves as adequate role enactors, while fifty-seven percent feel they are above average to unusually good in taking care of the physical needs of the children. All the husbands were evaluated as average (25%) to above average (32%) with thirty-six percent perceived by their wives to be doing unusually well in the child care area of the marriage. Child socialization scores were similarly high with the wives evaluating their husbands at about average (23%) and seventy percent evaluating them as above average (48%) to unusually good (23%). Self-evaluation in this valued role was comparatively high, with thirty-four percent of the wives considering their competency average and sixty-one percent feeling they are above this level in child socialization competency. However, only eleven percent felt they were doing unusually well.

The sexual role appears to present problems for some

spouses with twenty-one percent of the wives evaluating themselves as below average at meeting their husbands' needs and eleven percent feeling that their husbands fell below meeting their needs in this area. However, half of the wives felt they met their husbands' needs at an above average level with fifty-five percent feeling their husbands were above average at meeting their needs in this increasingly important role.

The husbands' recreation role, which our analysis reveals to be important as an indicator of the wives marital satisfaction, appeared to be quite competently enacted by these dual-career husbands. Only eleven percent of the men fell below meeting their wives' needs. Forty-three percent of the husbands were considered about average at organizing and carrying out family leisure activities, whereas over half were evaluated as being of above average (32%) to unusually high (14%) competence. In their self-analysis of competence in the recreation role, the wives appeared to feel less competent, with only twenty-seven percent feeling they were of above average competency. As this appears to be an emerging role for middle class families, it is possible many busy dual-career wives may feel they require their husbands to assume a greater responsibility in this area.

Kinship and social role areas appear to be areas where the wife evaluates her competency as low (kinship - 36% below average; social - 32% below average). The husbands appear to have higher evaluations by their wives in these

areas. However, these roles did not appear to be important roles in predicting marital satisfaction.

The housekeeping role, one which you would think would be an area of great importance and stress for these career-committed women, does not appear to be enacted incompetently by these spouses. There appears to be a good deal of role sharing as eighty-four percent of the husbands were evaluated by their wives as enacting the role at average (21%) or above average (64%) competency. Only eleven percent of the husbands were evaluated as below average at meeting the wives' needs in this area. Perhaps the employment of outside help by these couples could explain this upward evaluation of the husband's competency. Although the husbands appeared to evaluate their wives at a surprisingly low competency level, the wives did not appear to agree. Only sixteen percent evaluated themselves as below average in the housekeeping role with forty-one percent considering themselves above average (39%) to unusually competent (2%). However, seven percent of the women and two percent of the men indicated they do not enact this role.

General Role Competency

Research literature suggests that a perception of general role competency will influence positively or negatively the evaluation of competency in individual family roles as well as general feelings of personal satisfaction or dissatisfaction with the marital relationship. Therefore,

respondents were asked to evaluate how well they and their spouses generally met the needs they felt should be met within the relationship.

Husbands' Evaluation

Many husbands evaluated themselves as "generally competent" (64%) with fourteen percent feeling they met their wives' marital needs at an even higher level, "very competently". Only five percent judged themselves as "somewhat incompetent" with no husbands considering themselves below this level in satisfying their spouses' needs. Evaluating their wives, even more positive findings emerged, with the modal response being "competent" (57%). However, thirty-five percent of the wives were given an even higher "very competent" rating by their husbands. Seven percent of the women were considered by their husbands to be "somewhat competent", with only one wife "somewhat incompetent" at fulfilling her husband's marital needs. None were considered "very incompetent". The husbands appeared to find their wives, as well as themselves, generally competent at general marital needs fulfillment.

Wives' Evaluation

Evaluating their own success at meeting their husbands' marital needs, the wives in this sample generally evaluated themselves positively, with sixty-six percent rating themselves as "competent" and eleven percent as "very competent".

The rest of the respondents felt that they were "somewhat competent" (16%), except one wife who felt that she was "very incompetent" at meeting the needs which she felt she should meet for him within their relationship. When asked to rate their husbands on general role competency, the wives also generally gave them positive evaluations. The modal response was again "competent" with fifty-five percent of the husbands falling into this category. Nineteen percent were rated "very competent" at meeting their wives' needs with another nineteen percent given a "somewhat competent" rating. Only one husband was considered "somewhat incompetent" and one other rated "very incompetent". It becomes evident from this response that approximately three quarters of the women in this sample of dual-career wives were satisfied with their own and their husbands' general competence at marital needs fulfillment.

Marital Satisfaction

None of the respondents indicated anything below "a little dissatisfied" in the global measure of marital satisfaction used in this research, with only one of the husbands and three of the wives falling into this category. All other respondents indicated satisfied (husbands, 11%; wives, 27%) very satisfied (husbands, 50%; wives 25%), extremely satisfied (husbands, 27%; wives, 36%), perfect (husbands, 9%; wives, 5%). Although there were a few respondents "a little dissatisfied" with the rewards they felt they

were receiving from their marriages, this research appears to be dealing with a sample of dual-career couples who have achieved a rewarding level of marital interaction, many of them finding their marriages a very important source of personal rewards.

Regression Analysis

There were two prime emphases in this study. The first was to directly replicate Nye's previous study to see if these earlier findings with a large random sample of spouses would extend to a selected small non-random sample of dual-career spouses. Secondly, the instrument was adapted to include variables that the researcher felt relevant to providing a clearer picture of the dual-career family situation. This second regression analysis was carried out to include both self and spousal evaluations of marital role competency whereas the replication run considered only evaluations of spousal competence.

The Direct Replication Model

This regression procedure was run using, as independent variables, only the spousal role competencies that Nye utilized in his previous analysis to predict marital satisfaction. As Figures 1 and 2 indicate, comparable results were observed.

Wife's Model

Using a random sample of two hundred and ten couples,

Nye found that the wives' perception of the husbands' competence explained thirty-six percent of the variance in their personal feeling of satisfaction with the marriage. In the present research, with a purposive sample of dual-career spouses, sixty-eight percent of the variance in the wives' marital satisfaction was found to be related to the husband's marital role competency. The influences of individual role competencies in the present study also appear to be more significant in most roles than those in the study being replicated, as noted by the larger beta weights. Beta weights allow us to compare the relative effects of each of the independent variables (spousal role competencies) that enter into the regression equation upon the dependent variable (marital satisfaction).

Although Nye does not establish significance levels for his beta weights, we are able to see a few obvious variations. For dual-career wives, weighting of their husbands' enactment of the therapeutic role was high (.555**) as was their expectations for competence in his career (.364**), recreation (.275**) and child care (.201***) roles. Noteworthy is the negative relationship between the husbands' performance in child socialization role and marital satisfaction for the wives even though this was not statistically significant.

Husband's Model

When a direct replication of Nye's variables was run with the data gathered from dual-career men the results

obtained were quite different from those in Nye's research. As in the comparison of the wives' models, the overall effect of wives' marital role competency was much higher for the dual-career men (40%) than for the men in the study being replicated (9%). The major noteworthy difference in individual role influences for dual-career men appears to be the dramatic influence of the wives' competence in the therapeutic role on their husbands' perceptions of marital satisfaction (.601**). All other spousal role competencies that entered into the dual-career husbands' regression equation (child socialization, recreation, child care and housekeeper), registered as non-significant. As significance levels for Nye's analysis were not available, it is not known if this is the case for the study being replicated. Also, all beta weights in Nye's study were very low, which would make one question whether any individual spousal role competencies were strongly related to marital satisfaction for his random sample. The analysis of dual-career spousal competencies and marital satisfaction, however, uncovered a definite indication of strong influences by certain of the independent variables on the dependent variable.

Extended Analysis - Self and Spousal Regression Analysis

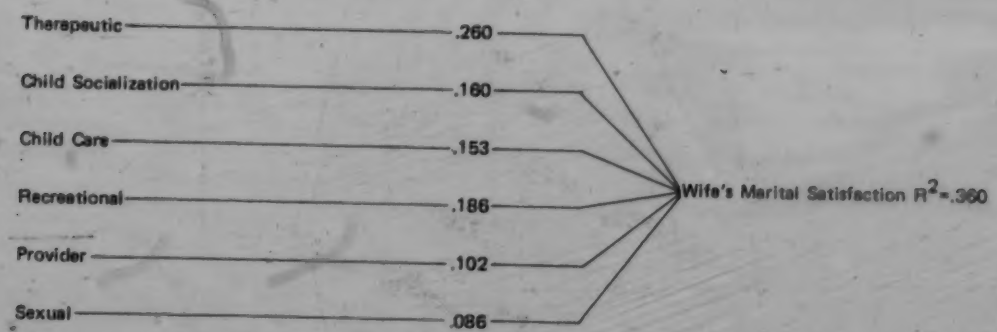
To provide a better view of the dual-career role pattern, several additional variables were measured, as previously described in Chapter Four. All nine roles were assessed for both husbands and wives and both self and spousal evaluation

FIGURE 1

Spousal Role Competence and Marital Satisfaction – Nye's Original Model

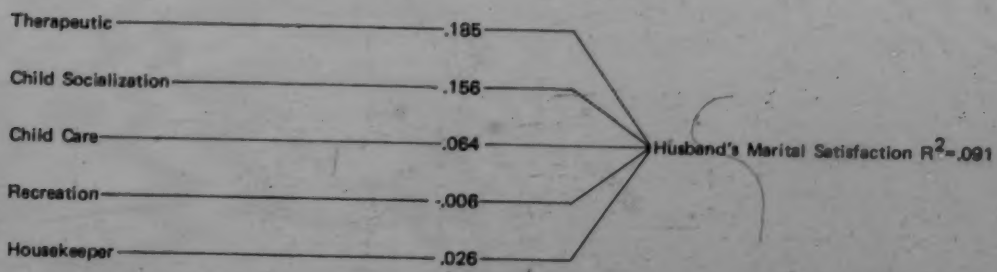
*THE WIFE'S MODEL**

The wife's evaluation of the husband's competence in each of the following roles:



*THE HUSBAND'S MODEL**

The husband's evaluation of the wife's competence in each of the following roles:



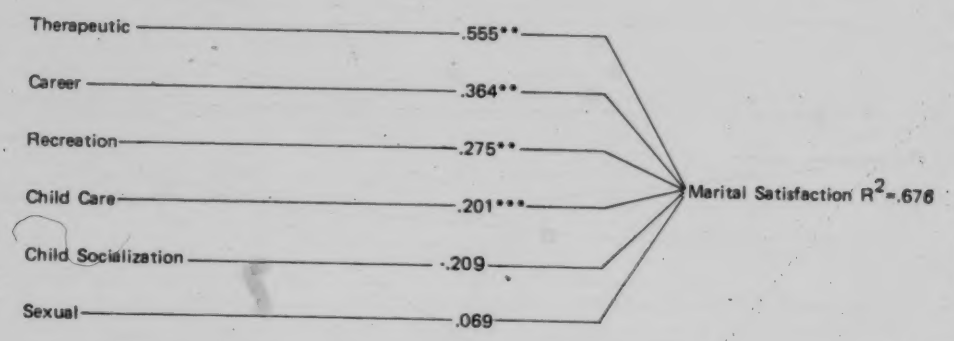
*The values in this figure are normalized regression coefficients (Beta Weights) from the multiple regression equation in which marital satisfaction is the dependent variable and the role competence items are independent variables. The values represent the fraction of the change in standard deviations of marital satisfaction attributable to each of the role competence items when all other independent variables are held constant. (Nye, 1976, 198–199)

FIGURE 2

Spousal Role Competence and Marital Satisfaction Replication Model

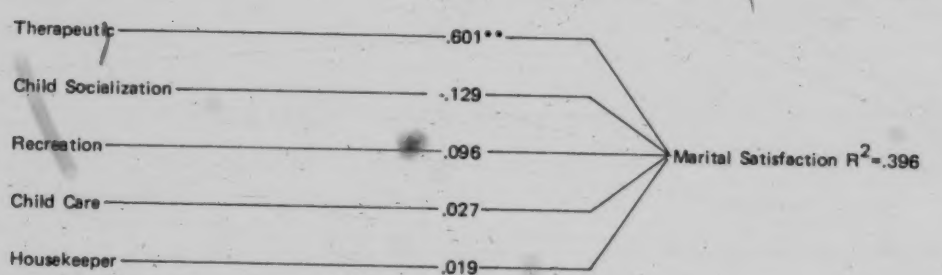
*THE WIFE'S MODEL**

The wife's evaluation of the husband's competence in each of the following roles:



*THE HUSBAND'S MODEL**

The husband's evaluation of the wife's competence in each of the following roles:



*The values in this figure are normalized regression coefficients (Beta Weights) from the multiple regression equation in which marital satisfaction is the dependent variable and the role competence items are independent variables. The values represent the fraction of the change in standard deviations of marital satisfaction attributable to each of the role competence items when all other independent variables are held constant.

** significant at the .01 level of probability (partial F test)
*** significant at the .05 level of probability (partial F test)

of role competence for men and women was completed. A second regression analysis was run with these additional variables. As shown in Figure 3, the results indicated perceptions of both self and spousal competence in the therapeutic role was the most important indicator of marital satisfaction for both men and women in dual-career marriages.

For the husbands, self competence in marital roles accounted for thirty-eight percent of their perception of marital satisfaction, whereas spousal competence accounted for forty-nine percent of satisfaction with the relationship. The wives' model differs in that their self competence accounted for only twenty-six percent of the satisfaction with the marriage (all accountable to the therapeutic role) whereas their husbands' competence appears to be very important to them, accounting for sixty-four percent of marital satisfaction perceived by the dual-career women in this sample.

Spousal but not self competence in the career role appears important for both men (.206***) and women (.338**), whereas for the husbands, the wives' sexual competence was important (.266**), replaced for the wives by their husbands' competence in the recreation role (.245**).*

Generally, the dual-career couples indicated much more of their marital satisfaction to be a result of a perception of self and spousal role competence than did Nye's random sample of couples. Also indicated was that spousal compe-

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* Numbers in parenthesis represent beta weights in the regression equations.

FIGURE 3

Marital Role Competence and Marital Satisfaction – Self and Spousal Evaluations

*THE WIFE'S MODEL**

SELF COMPETENCE – The wife's evaluation of her own marital role competence:

Therapeutic ——— .511 ** ——— Marital Satisfaction R^2=.261

SPOUSAL COMPETENCE – The wife's evaluation of her husband's marital role competence:

Therapeutic ——— .541**
Career ——— .338** ——— Marital Satisfaction R^2=.639
Recreation ——— .245**

*THE HUSBAND'S MODEL**

SELF COMPETENCE – The husband's evaluation of his own marital role competence:

Therapeutic ——— .486**
Housekeeping ——— .257*** ——— Marital Satisfaction R^2=.382

SPOUSAL COMPETENCE – The husband's evaluation of his wife's marital role competence:

Therapeutic ——— .437**
Sexual ——— .266** ——— Marital Satisfaction R^2=.490
Career ——— .206***

*The values in this figure are normalized regression coefficients (Beta Weights) from the multiple regression equation in which marital satisfaction is the dependent variable and the role competence items are independent variables. The values represent the fraction of the change in standard deviations of marital satisfaction attributable to each of the role competence items when all other independent variables are held constant.

** significant at the .01 level of probability (partial F test)
*** significant at the .05 level of probability (partial F test)

tence was a more important indicator of marital satisfaction for both the men and the women. There could be many reasons for this finding, some of which will be discussed in the following chapter.

CHAPTER VI

DISCUSSION OF RESULTS

The purpose of this study was to determine the influence of role competence in marital roles on individual perceptions of marital satisfaction of both husbands and wives. This inquiry was based on a social exchange theory which postulates that individuals are seeking rewards and that family roles are utilized as the carriers of rewards from one spouse to another. It was suggested that the more competent the spouses are at enacting family roles, the more rewards are available to each spouse and the better satisfied each individual will be with the marriage.

This analysis proceeded in two steps. Step one was a direct replication of a previous study in this area by F. Ivan Nye, who looked at role competence as part of a more extensive analysis of the role structure of the American family. The replication analysis done in this study related the competence of the husbands in six roles to the marital satisfaction of the wife and competence of the wife in five roles to the marital satisfaction of the husband. Step two was a further regression analysis including additional variables which were deemed necessary to more clearly present the picture for dual-career spouses. In this

analysis, the importance of both self and spousal competence was assessed and related to personal satisfaction with the marriage. A separate model was constructed for each spouse. The following discussion will deal with the major findings as well as the limitations of the study and implications for further research.

Answers to Research Questions

The research questions for the replication study were:

1. Is spousal perception of competence in specific family roles related to personal marital satisfaction in dual-career marriages?

The answer to this question is positive. The regression equation developed to test this question confirmed Nye's findings indicating that spousal role competence in certain valued family roles is an important factor in predicting marital satisfaction for dual-career spouses. It appeared that spousal role competence accounted for sixty-eight percent of the satisfaction with the marriage for the women and forty percent for the men. This compares with much lower findings by Nye with a random sample of spouses (36% for the women and 9% for the men).

2. What is the relative influence of spousal competence in selected specified family roles in predicting marital satisfaction for dual-career couples as compared to those reported by Nye?

Although significance levels are not available for the analysis done with Nye's sample, some observations can be made. The replication of the regression analysis on the influence of role competency with this sample of dual-career couples indicated that spousal competence in the therapeutic role was the best indicator of marital satisfaction for both men and women in this sample as it was in Nye's analysis. However, the influence of spousal therapeutic competency appeared to be much greater in the dual-career marriages looked at than for the random sample used by Nye.

In the wives' model, the husband's competence in all the selected roles appeared to have a greater influence on the marital satisfaction of the career wife than the wives in the original sample. The exception was child socialization, which appeared less important (with a non-significant negative relationship) and the sexual role (which showed extremely low beta weights for both samples and was non-significant for the dual-career wives).

In the dual-career husbands' model, the only significant role relating to a perception of marital satisfaction was spousal competence in the therapeutic role. Although confirming Nye's findings, this relationship appeared to be far stronger for husbands in dual-career marriages than the relationship perceived by the men in the study being replicated.

When the research was expanded to include self and spousal evaluations of role competence in nine marital roles

and its effect on perceived marital satisfaction, the research questions were:

3. Is self-evaluation of marital role competence as valuable an indicator of marital satisfaction as is spousal competence?

The regression equation developed to test this question indicated that for both women and men in dual-career marriages, spousal competence in marital role performance was a better indicator of marital satisfaction than was self competence in performance of these roles.

4. When additional marital roles are included in the analysis, does this addition change the relative importance of competent role performance in predicting marital satisfaction?

When the number of roles entered into the regression equation was increased to nine and all are considered for both spouses, the predictive value of both self and spousal role competence was changed. The therapeutic role remained as the main predictor of satisfaction with the marriage. However, in the husbands' model, self competence in the housekeeping role became an important predictor of his satisfaction as well as his wife's competence in the sexual and career roles. In the wife's model, only her competence in the therapeutic role was related to her marital satisfaction whereas her husband's competence in his career and recreation roles were predictive of her satisfaction with the marriage.

5. Will a global measure of perceived self and spousal marital role competence be as good an indicator of marital satisfaction as specific situational measures.

A measure of general competence did not appear to give as clear a picture of the influence of role competence on personal marital satisfaction as looking at the relative influences of competencies in individual marital roles. It did not appear to be the perception of general role competence that resulted in marital satisfaction but competence in particular valued roles, the importance of which differed for men and for women. For example, there was a high correlation for women between spousal competency in these roles - therapeutic (r=.660), career (r=.476), child socialization (r=.484) and recreation (r=.389) and marital satisfaction, whereas self competency in therapeutic (r=.511), child socialization (r=.346) were those which appear to result in a higher level of marital satisfaction for the wife. For the men, self competency in these following roles: therapeutic (r=.507), housekeeping (r=.412) and sexual (r=.473) appeared to be related to their marital satisfaction whereas spousal competency in the therapeutic (r=.620), career (r=.405) and sexual (r=.507) roles have a specific effect on husbands' satisfaction with the marriage. Other roles such as the kinship, housekeeping and social roles appeared to have little effect on feelings of marital satisfaction for either spouse.

If general role competency was made the single global

measure, the correlation coefficients would indicate for men that general self and spousal competency was moderately related to marital satisfaction (r=.557, r=.588). However, for dual-career wives, self competency appeared to have a moderately high correlation with marital satisfaction (r=.656), while general spousal competency was correlated with marital satisfaction at a low level (r=.154). A global measure of role competence did not appear to give a complete picture of the marital situation.

Summary of Sample Characteristics

The Rapoports (1976) suggest from a review of dual-career research that it seems clear that "dual-career families are most meaningfully understood as a category of family structure in which there are variations in clusters of variables with considerable contrasts" (Rapoport and Rapoport, 1976:13-14). They do not appear to establish any one role pattern, but have adjusted their family role structure to fit with both careers in a way that will prove rewarding to both of the spouses. As they vary among themselves in their patterning of commitment and involvement, this appears to be related to the satisfaction which they have achieved. These couples seem to be concerned with flexibility and equity, and view their lives in rather complex terms - as being made up of elements giving rewards and others making for strain. It is further suggested, however, that as this is a pattern of choice, it appears for these individuals to

be preferable to other patterns they have as alternatives. However, stress appears to be an inherent characteristic with which they must deal in their role enactments (Bebbington, 1973; Rapoport and Rapoport, 1976).

The concept of "dual-career family" is an imprecise one and covers a constellation of family types rather than representing a single homogeneous type. An attempt to generalize on the characteristics of the spouses in the sample lead us to suggest that they are high resource, middle-class and distinctive in their high socio-economic status. All but two of the husbands and ten of the wives made over $20,000 a year. Both spouses had education levels well above that of the random sample used by Nye in his study. Eighty-nine percent of the couples had three or fewer children. Although no comparisons were made in this research on the effect of the ages or numbers of children or of other demographic information, a number of the couples are involved in raising very young children.

The spouses appeared to have chosen this life pattern, not by chance, but as a purposive move toward a rewarding way of living. They appear to be coping with problems with a good deal of outside support (i.e. household help and child care). As they are all in first marriages of at least five years, we may assume they have established stable family patterns that appear to be contributing to their feelings of satisfaction with the marriage.

There are three types of dual-career families. They

are careerist where both husbands and wives emphasize a career; conventional, where husband emphasizes career and wife emphasizes the family; and co-ordinate, where both husband and wife mutually value career and family (Rapoport and Rapoport, 1971:518). Data collected in this study suggests that the co-ordinate model is most common among these respondents.

Summary of Career Characteristics

The fact that both spouses pursue full and active careers gives rise to a number of specific strains and yields a number of specific rewards. The process of attempting this unusual family pattern can be considered rewarding as well as providing additional stress.

Originally the purposive sample was to include only professional couples including the criteria of high commitment to the career role. Some career-oriented individuals have been found to emphasize occupations as a primary source of personal fulfillment. Our sample appeared to have rejected this primary focus and were looking elsewhere for personal satisfaction. The respondents in this study did indicate the career role was of personal importance to them, but many of them also devoted a good deal of time and energy to obtaining personal rewards from their family roles.

Many researchers have emphasized the salience and commitment of the career role for men (Darley, 1976; Nye and Berardo, 1973; Bailyn, 1971; Scanzoni, 1976; Bernard, 1971).

Competence in this role is likely to affect life satisfaction of men generally and have an equal effect on marital and family role enactment (Nye and Berardo, 1973:250). The data suggests women as well as men may also be dealing with this expectation of career role dominance.

Career roles have often been structured as though the enactors did not have families (Rapoport and Rapoport, 1976). Many career individuals are expected to spend a major percentage of their time and energy at work, yet the degree of psychological involvement and commitment to their occupation varies greatly (Bailyn, 1971:97). There is recent evidence that the alienation between work and family roles has been lessened (Kanter, 1977). It is only recently that family factors have been considered when looking at how men respond to the labor market (Rapoport and Rapoport, 1976: 11). When an individual's involvement in his career is less, the rewards from this role may be less but his rewards from family role involvement should be greater. Fogarty et al (1971) suggest that in the dual-career family, the husband tends to learn from his wife to have a more balanced commitment to work and family roles. Therefore her moderate career orientation may negatively influence the work commitment of her husband (Fogarty et al, 1971). Our sample of dual-career spouses appears to have established a pattern of balanced commitment to career and family roles. The fact that the data also indicated high marital satisfaction may indicate the success of this patterning.

Role Competence and Marital Satisfaction

Replication Model

Husbands' Model

Generally it appears that the wife's marital role competence was less important to the husbands in their seeking of rewards within the relationship than the husbands' competence for the wives' satisfaction. There also appears to be differences between the reactions of men in Nye's sample and those for men in the sample of dual-career marriages. The wives' marital role competency accounted for only nine percent of the husbands' marital satisfaction in Nye's sample but forty percent for the men married to wives who were committed to a career. The differences in these influences could possibly be accounted for by the greater role differentiation in traditional marriage structure which would make husbands feel less identified with and involved in instrumental marital roles (e.g. child care, housekeeping). The dual-career husbands, however, because of their greater apparent role sharing and consequent greater involvement in marital and family roles would find that their wives' personal competency would lessen their role responsibility, lessen stress and personal costs, and allow them to achieve more rewards within the marital relationship.

Wives' Model

In Nye's original study, spousal role competency accounted for thirty-six percent of the wife's marital satis-

faction, whereas for the sample of dual-career wives, spousal competency accounted for sixty-eight percent of their perception of satisfaction with the marriage. This finding could be indicative of the greater role sharing that has been documented as a common family pattern for dual-career couples. Consequently, the wives' dependence on husbands' competency in performance of family roles would seem to be required to ensure lessening of the stress of personal overload and subsequent achievement of marital rewards. Conversely, it could be suggested that the wives in Nye's random sample were possibly less dependent on their husbands for family role enactment, that there was a more structured division of labour and greater individualized role activity in these probably more traditional families.

The sexual role did not seem to play an important part in the achievement of marital satisfaction for either of these samples of women. This would seem surprising as this role appears to be gaining personal importance for middle-class educated women.

For both husbands and wives, spousal competence in the therapeutic role was evaluated as the most important for all spouses in increasing their marital satisfaction. This influence was relatively low for the couples in Nye's random sample but was very prominant in the analysis for dual-career couples. The therapeutic role because of its obvious dominance in this analysis will be discussed in a separate section.

Dual-Career Couples - Self and Spousal Competence

The Wife's Model

Self-Competence

For the wife living in a dual-career family, the only self competence that appears on the regression equation as contributing to her perception of marital satisfaction was within the therapeutic role. She obviously feels that her ability to help her spouse with personal problems would be very important to his feelings of satisfaction with their marital relationship. This self competency is, however, notably correlated with her feeling of competency in her child care role (r=.384), child socialization (r=.397), and even to a greater extent with her enactment of the sexual role (r=.494). It would seem that personal competence in using therapeutic skills would be important to a perception of competency in other marital roles.

Spousal Competence

Spousal competence for the career wife accounts for a great deal of her perception of needs fulfillment in her marital relationship (R^2=.639). The spousal competencies that appeared to her to be most necessary for her to achieve marital satisfaction were primarily her spouse's competency in the therapeutic role, but also his competency in his career and recreation roles. Research indicates that the family gains much of its prestige from the husband's career

role (Haug, 1973; Acker, 1973; Kanter, 1977) and that marital satisfaction is related to the husband's career success (Nye & Berardo, 1973; Aldous, 1971; Arnott, 1972). This appears to be the case for dual-career families as well as the families in Nye's sample. Also it seems possible that the more successful the husband is at his career role, the more freedom the career wife feels to pursue her own career.

The husband's competence in the recreation role also appeared to be important to the wife's achievement of marital satisfaction. Perhaps because of her heavy role involvement, it is necessary for her to have someone take over the planning and carrying out of recreational activities. Also, it is likely that this role is growing in importance for these couples as a way to find time for rewarding family interaction (Rapoport and Rapoport, 1976).

Husband's Model

Self-Competence

For the husband involved in the dual-career family pattern, the self-competencies that he felt were necessary to establish a satisfying marriage were primarily his competency in the therapeutic role, but also relevant appeared to be his competency in the housekeeping role. The therapeutic role is discussed separately. The feeling by the husband that his competency in the housekeeping role was relevant to his marital satisfaction could be directly re-

lated to his wife's greater expectations of him in this role (because of her role overload) and his lack of socialization for competency in this area of the marriage (Komarovsky, 1972). Nye (1976) found that in families where the spouses have mutually high levels of education, this role is more likely to be a shared role. Many of these busy families were raising young children, which could necessitate the husband's greater participation in the housekeeping role. The high household standards that are characteristic of these middle-class couples (Rapoport and Rapoport, 1976) could also make competency at sharing the housekeeping role a method of lowering family stress and raising the level of rewards which he feels with the relationship. Role sharing in this role was shown by the data on role responsibility to be a common pattern for dual-career couples.

Spousal Competency

For the dual-career husband in the sample, the wife's competency in valued marital roles accounted for forty-nine percent of his perceived marital satisfaction. The primary spousal competency found to be rewarding to the husband was again within the therapeutic role. The wife's competency in the sexual role was also important to him. This finding, as is discussed in the literature review, is consistent with research done on the sexual role for middle-class men in career roles. They appear to generally value this role and require that their needs be met in this area of marriage if

they are to achieve satisfaction with the relationship.

The wife's competence in her career role was also significantly related to the husband's perception of a rewarding marriage. Perhaps, he wished her to achieve rewards from her career (e.g. self-actualization) and feels her satisfaction with this role would make her a more competent marital partner, increasing her abilities to satisfy his marital needs. Her success could allow them the perception of more equal resources, sharing of costs as well as rewards and communication on more similar evaluative planes. Also, it appears probable that if she was not competent in her career role, it would be a source of personal stress for her leading to lowered performance in her therapeutic, sexual and other family roles.

Therapeutic Role Competence

Competence in the therapeutic role is discussed separately as it appears to be the area of the marriage of greatest value to dual-career couples in maintaining a satisfying marital relationship, as well as, to a lesser degree, the couples previously studied by Nye. This role involves the active expressive interaction between spouses, their feelings toward each other and the subjective meanings that each attaches to actions and attitudes of the other (Nye and McLaughlin, 1976). As an informal, problem-focused, and identity-laden role, it is more difficult to look at objectively than more instrumental roles.

Highly educated individuals appear to have high expectations of this role (Nye, 1976:128), but also appear to have the personal resources to achieve competence in this area of the marriage. Most of the individuals in this study were judged very competent in therapeutic role enactment by themselves as well as by their spouses.

The two-career family, almost by definition a middle-class family, has become an increasingly nucleated and specialized system of interacting personalities in which the primary functions now center on fulfilling the emotional needs of its members (Johnson and Johnson, 1977). It has become isolated from kin and other primary relationships so that increased expectations have been put on the marital relationship for rewards in the area of intellectual, sexual, emotional and social needs. Johnson and Johnson (1977) suggest that career women are less able than men to resolve role strain stemming from the two-career situation, because of specific gender linked social-psychological and psychodynamic factors. This could in part, explain the very great importance to the dual-career wives in this sample of self and spousal competence in the therapeutic role in enabling them to feel the marriage to be a profit-giving and profitable relationship. There are innumerable practical problems to be dealt with, connected with attempts to delegate domestic and child-rearing duties as well as normative sanctions against

this delegation.

The therapeutic role does not appear to be clearly specified by cultural norms. Therefore, the criteria for competent enactment are not clear. Competence would appear, therefore, to depend upon the particular needs and resources of the family system and the particular situation in which they find themselves (e.g. degree of isolation, stage of family and career cycle, and number and ages of children).

The more important a role, the more rewarding competence in that role would be (Nye, 1976:163). Therefore, it can be assumed and this research supports the proposition that competency in this valued role would be a primary determinant of satisfaction with the relationship. Our data upholds this hypothesis by indicating the therapeutic role to be the prime determinant of satisfaction with marriage.

In recent years a trend has developed toward sharing marital role enactment. This sharing would appear to necessitate constant interaction at the therapeutic level. Research indicates dual-career families to be distinctive in their role flexibility and interchangeability (Rapoport and Rapoport, 1976; Johnson and Johnson, 1977). Our data tended to uphold these research findings and to suggest the possibility that this flexibility and interchangeability necessitates a high level of communication to achieve competency in marital role performance. In a study by Johnson and Johnson (1977) dual-career couples all gave evidence of

jointly solving problems that arose in various role areas (e.g. child care, household tasks). This and other studies revealed role strain in many areas of role enactment (Johnson and Johnson, 1977; Bebbington, 1973; Rapoport and Rapoport, 1976). In order to jointly identify the sources of this role strain and deal effectively with them in order to stabilize the system and increase rewards, the therapeutic role appears to be essential.

Limitations of the Study

This particular study of dual-career couples had to contend with the general limitations created by the nature of social science and family research as well as more specific limitations arising from the nature of the particular area of investigation and selected sample. The limitations of the study will therefore be discussed within these three areas.

1. Methodological Limitations Associated with Social Science Research

Sampling

Social science research operates under less than ideal conditions as compared to research in the physical sciences. One of the obvious methodological difficulties includes the problems associated with representative sampling. As with all purposive non-random approaches, using volunteers, the researcher does not have a sample of the target population originally defined but only those who were willing to respond. That is to say, it is not known if those who did respond introduce a "satisfaction" bias into the study. Non-response

in this research could have indicated specific significant personal or marital conditions, a few of which are marital dissatisfaction or breakdown, specific or general role overload, a personal suspicion of the research project itself or concern regarding social science research in general.

The small relative size of the probable target population as defined (i.e. professional dual-career couples, raising children) greatly limits generalizations. This limitation appears relevant to all selective research with non-random samples of individuals. Perhaps, however, a loosening of the criteria for "career" positions, especially with regard to required education would have resulted in a larger, more representative group of couples with the family characteristics of interest to this research.

Instrumentation

The technique of investigation, the mailed questionnaire, has certain advantages but also obvious limitations. Although it allows for savings in time and money and may indicate greater sample participation, it necessitates a certain lack of control over the sample. Return rates are sometimes notably low and explanation for this often impossible to ascertain. The respondents who did return the questionnaires may be a select individual group with particular characteristics rather than generally representative of the target population, a factor that could skew the research results. Another limitation of the mailed questionnaire is in inability to control for accurate interpretation of questions,

honesty in response, coercion or collusion. These factors, as well as the limits on the depth of inquiry due to instrument length, could affect the precision of the measurement. These limitations, for the purposes of this research, however, could be outweighed by the feeling of privacy and anonymity the respondent would feel that would not be possible under interview conditions.

2. General Limitations Associated with Family Research

As well as dealing with the general limitations of social science research, this study had to accept specific limitations demanded when investigating the nuclear family system. The cultural perception of the family as a private domain makes it difficult to inoffensively enquire into and obtain credible representative views of family phenomenon. Also the individual perceptions of family values (expectations and behaviours) are in many cases not always similar, which puts into question a "family reality". This limitation was dealt with in this research by dealing with the perceptions of the husbands and wives as separate groups.

There is no way to accurately explain the low response to the research, or the over representation of "competent" and "satisfied" individuals who did respond. Perhaps invasion of family privacy could be one prominent factor. The spouses who had established successful marital role patterns and were generally satisfied with their marriages would not be expected to find the research threatening. Those who were experiencing difficulty would be unlikely to respond to an

examination of these problems or insecurities.

Another issue to be considered in any investigation of family life is honesty of response. Does social desirability influence the response? The feeling that it is desirable to appear successful and satisfied with this innovative and demanding family life pattern could result in an upgrading of evaluations of competency and satisfactions to a level the respondent feels would allow the family to appear to be meeting the norms of the middle-class "successful" family.

3. Specific Limitations Associated with the Nature of the Sample and the Area of Investigation.

Sample

There was some difficulty obtaining a sample of dual-career couples. This factor could put the representativeness of the sample of the target population into some question. Also, although the spouses who made up the sample were from the same marriages, essentially the same social class, all living in families with children and all committed to demanding and rewarding careers in an urban setting, comparisons were, of necessity limited. There was no way of knowing, if the sample was similar in personality, role beliefs, behavior, support systems, social milieu or responding to the same normative pressures. The small size of the sample also limited generalizations to the target population or to families in general. The fact that it was difficult to identify and locate dual-career couples with children and to get these busy people to participate in the research may have resulted in our sample being those who were less committed to their career

roles than the majority of dual-career couples. We appeared to be looking at a particular type of dual-career couple, most of whom were involved in careers that also required the therapeutic skills which appear to be necessary for satisfactory marital functioning (e.g. teaching). Also, there is no knowledge of the success of dual-career marriages. Therefore, there is a possibility that marital discord or apathy could have been a limiting factor in sample response.

Measurement

A major limitation in much social science research is precision of measurement. The instrument used for this research, due to limits of length, measured some marital phenomenon with less depth than would have been preferred. For example, the dependent variable, marital satisfaction, was measured using one global measure, whereas some researchers (Kerlinger, 1979) have suggested that at least two indicators are required for reliable measurement.

Also, the assumption must be made that the questions have successfully tapped the attitude or behaviour under investigation. When looking at competencies and satisfactions, this factor presented a problem. For example, does the personal problem-solving focus tap the therapeutic role competencies of the individual? Perhaps further data on other sources of personal therapeutic support (e.g. parents, work associates) is required to better establish how great the personal therapeutic needs are in this area of the marital relationship.

As was discussed earlier, the fact that this research has not controlled for other demographic or situational variables (e.g. social and economic conditions, religion, age, ethnicity) which have been identified by previous research as influencing marital harmony and satisfaction may limit conclusions with any degree of certainty that the dependent variable (marital satisfaction) can be attributed to the independent variables (individual role competencies). This limitation leads us to a brief discussion of the selection of the method of data analysis--multiple regression analysis.

Analysis

Because marital satisfaction is affected by so many influences at one time, it was desirable to use statistics which allowed the simultaneous examination of a number of these influences. Although regression analysis allowed us to look at the comparative relative influences of individual marital role competencies on marital satisfaction, the fairly high intercorrelations of some of the variables may have lessened prediction accuracy by concealing some relationships that would have been of interest to the research. However, since the basic use of the regression technique was to explain rather than predict, we may have less concern.

A limitation of the replication is that as Nye did not indicate significance levels for his beta weights (which were notably low) it is not possible to be certain of the relationship between the independent and dependent variables in his regression equation. This makes comparison of the replication

model to the original model less exact.

The study being replicated was carried out in 1970 with a large random sample of middle-class American spouses. The replication was done with a purposive non-random sample of dual-career couples living in Alberta in 1978. This difference in sample size and characteristics (e.g. educational levels, standard of living) must, of necessity limit comparisons and generalizations. Another limitation of the replication could be that differences in social and economic realities due to differences in time (1970 to 1978) and locale could affect the accuracy of sample comparisons. It seems possible that different norms may be at work today due to these factors or to changes in societal sex role orientations which would influence individual evaluations of competency and its importance to the individual.

Suggestions for Further Research

Every family research study tends to generate more questions than it answers. This study was no exception. Several suggestions for further work in this area may be made for improved methodology and direction of study.

Methodology

Measurement of all family phenomenon requires strict controls for intervening, confounding and inter-correlated variables. Care must be taken to determine and define correlation and causation. Many family researchers and theorists have discussed at length the difficulties of measuring the independent variable in this research, marital satisfaction.

The main question appears to be the possibility of a precise, reliable measure of this subjective phenomenon. For example, how do you best define and measure it? Must both profits and losses be considered when determining an individual's subjective evaluation of the marriage? Also, is this a constant individual or a couple reality? Can one speak of satisfaction synonymously with happiness and adjustment? What factors affect marital satisfaction and how does it change over time? How much stability can be achieved and what can be done to increase this stability?

When considering improved methodology in family research, another area of interest was uncovered by this research. Using a personal problem solving indicator, in both this study and the one being replicated, the therapeutic role was revealed to be of great importance in predicating marital satisfaction. This area of marital interaction would appear to be a very promising one for future study of marital interaction and satisfaction. What questions would best uncover what this role involves and what values, skills and competencies are involved in maintaining competence or improving performance. Research might also look at the overlap between this role and competence in other intra family and extra familial behaviour. Perhaps moving the focus of study back from role competence to measurement of personal needs or resources would result in a better understanding of the importance of particular role competencies to the individual. Also how does this picture change over time and is it different in varied family types

and social contexts?

An important area which requires further research and theory development was uncovered by this research as being the improvement of conceptualization and definition of terms which refer to the work role and its relationship to personal and family functioning. The definitions prevalent in the dual-career literature for "career" stress role primacy, high commitment and personal saliency as well as high educational background and the possibility for developmental upward mobility. This study appeared to indicate that these criteria are not, of necessity, essential to a subjective "career" orientation by the individual. Many individuals reach high career positions, as defined by themselves, their families or society, without fulfilling many of these conditions. Perhaps the conceptualization of "career" jobs should be re-evaluated for research purposes as well as the definition of the levels of economic participation, e.g. blue collar vs. white collar worker as these definitions relate to the work-family interface. Other concepts related to this research that could be more clearly defined are marital satisfaction (is this synonymous with happiness or adjustment?), marital and family role competence and existing sex role norms that govern family behaviour.

A final suggestion for further methodological improvement may be due to possible information lost through an individualistic approach to analysis of the data. Couples' responses were coded to allow intra-couple investigation. However, this

research dealt with the data only on an individualistic basis. As in Nye's previous research, men's and women's perceptions were analyzed as those of separate groups and compared with each other. Perhaps a comparable or better picture of the reality of family role behaviour could be more accurately presented if couple data would also be included in the analysis. It would be of particular interest to investigate the reality of the couple's dual perception of marital satisfaction, as well as role competence, responsibility and satisfaction.

Direction of Study

The analysis of the data indicates the direction that further research might take. Role competence appears to be a good indicator of marital needs satisfaction for dual-career couples, especially in therapeutic areas of the marriage. It appears therefore that it is in this intimate area of marital interaction that more intense research would be especially beneficial. It could also be suggested that the sample investigation be widened to include different shared marital work patterns (e.g. career-role sharing, working part time, interrupted work patterns, dual-work couples) to investigate the areas of role competence most indicative of their establishment of a rewarding marital and family role pattern.

Jessie Bernard (1973) suggests that there are two marriages, one as perceived by the wife and one by the husband. This data supported this to a certain extent. Perhaps further research could clarify these differences and uncover ways to deal with the difficulties which this difference in values

and expectations creates.

The therapeutic, as well as the sexual roles involve services of one spouse to the other. These exchanges involve interaction at an intimate level. Perhaps further research could establish areas in which these interaction patterns could be improved to increase marital rewards. Perhaps successful role models could be looked at to establish criteria which these couples use to facilitate the "role-making" that appears necessary to couples to establish satisfying family role enactment.

A longitudinal developmental framework approach to the study of dual-career families may be useful in uncovering stresses, ambiguities and rewards of particular stages of family and career development and uncover ways for these couples to deal with these by adapting expectations, behaviour and evaluation of competencies as related to marital satisfaction to the particular developmental stage. For example, the crisis of the first child could be looked at for dual-career or dual-work couples to establish what necessary role adjustments are required to satisfactorily restabilize the system. What changes in evaluation criteria for personal and spousal role competencies are made?

It could be suggested that it would be valuable to study the dual-career casualties and all those who fail in the effort to change to more flexibility and interchangeability in sex roles. This would include the couples who did not manage to retain an intact marriage or those for whom the strains were

so acute that they expressed dissatisfaction or chose change in life pattern (e.g. wife ceasing to work or lessening career commitment) rather than straining to preserve a system that is not providing them with personal rewards.

The issues involved in therapeutic role competence should be closely examined. Young people should be made aware of the issues and skills involved so as to make adaptive choices, should be trained to exhibit therapeutic interpersonal skills, and socialized to a more equitable division of family role responsibility and enactment.

The issue of how dual-career families relate to other social institutions requires investigation. Means of decreasing negative sanctions by work institutions, media, relatives, neighbours and colleagues on dual-work couples should be investigated and implemented. Perhaps some means of increasing external support systems could be investigated. Governments and agencies could be encouraged to investigate possible ways to upgrade day care and personal domestic service agencies and other systems supportive of the dual-career family pattern.

This and previous research indicates that there are many sub-types of dual-career couples. This study appeared to be dealing with couples who had moderate work commitment and were satisfactorily integrating work and family roles. Bailyn (1970) in a study of dual-career couples found marital satisfaction to be low primarily in the sub-type of dual-career couples where the "integrated" wife is married to the "career

oriented" husband, not that the family pattern as a whole was unsatisfying. Perhaps sub-types of work orientation should be further identified and evaluated in order that they not be generalized as stereotypes of the dual-career family pattern. By looking at different individual career orientations and the family patterns which result from marital combinations of these, the sub-types that could result in dissatisfaction could perhaps be identified and means found to help these couples overcome the particular stresses involved in combinations of certain work roles within one family unit.

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APPENDICES

APPENDIX A: ENCLOSURES SENT WITH QUESTIONNAIRES TO IDENTIFIED DUAL-CAREER COUPLES

1. Introductory letter

2. Request for the book and the results of the study

home economics
Faculty of Home Economics-University of Alberta-Edmonton, Alberta T6G 2E2
801 General Services Building

We are beginning a study of a large group of dual-career couples living in Alberta. This marital life-style is a new one which is characterized by both husband and wife being involved in both work and family roles. The type of work engaged in usually demands specialized training and has the potential for advancement.

Several studies of this life style have indicated that dual-career couples must work hard to achieve success in work and family life. How they do this has not been determined. This study is interested in closing the gap by studying the coping mechanisms and strategies which such couples utilize on a day to day basis.

You have been identified as a dual-career couple. We are requesting your assistance in completing the enclosed questionnaires. Since couple data is desired, we need to have both husband and wife complete a questionnaire. Please do not discuss your answers before completing them. All answers are completely confidential and all questionnaires anonymous. Code numbers are necessary to keep couple data together for analysis. Once again, be assured that in no way is the coding a means of identifying respondents.

As a way of thanking you for taking the time to complete the questionnaires, we will send you a copy of Nena and George O'Neil's book Shifting Gears. In order to maintain anonymity on the questionnaire, please fill out the separate sheet with your name and address so that we might send the book out promptly. If you desire a copy of the results, you may also indicate this on the same sheet.

It is appreciated that this will take valuable time, but it is hoped that you will find the time to contribute to this valuable research. We hope that at least parts of it have been interesting and perhaps provide "food for thought". If you desire further information about the study, please contact us at 432-5770.

Sincerely,

Dianne K. Kieren, Ph.D.
Associate Professor &
Division Chairperson

Ms. Bette Wachowich
M.Sc. Candidate
Division of Family Studies

1918-1978

Dear Dr. Kieren:

Please send my copy of Nena and George O'Neill's book, Shifting Gears to this address:

_____

_____

_____

_____

Signed: _____

I _____ would / _____ would not like to have a copy of the results of this study sent to us.

APPENDIX B: QUESTIONNAIRE

I. DEMOGRAPHIC INFORMATION.

Circle all answers or answer in the blank provided.

* 1. Sex: male_____female _____

* 2. How old were you on your last birthday? _____

* 3. What is your present marital status? first marriage _____remarriage _____

* 4. How many years have you been married to the present spouse? _____

5. How old were you when you first married? _____

* 6. How many children do you have? _____

* 7. Ages of children? sons _____ daughters _____

* 8. How many children are at present living with you? _____

9. How old were you when your first child was born? _____

10. What is your religious preference?
1. Protestant
2. Catholic
3. Jewish
4. Atheist
5. No preference
6. Other, please specify

* 11. What is the highest level of education you have completed?
1. high school
2. some college or vocational training
3. bachelor's degree
4. some post graduate
5. master's degree
6. doctor's degree (M.D., Ph.D., Law Degree or D.D.S.)

* 12. In terms of career development, how would you rate your career development as compared to that of your spouse?

MY CAREER	MY SPOUSE'S CAREER
Establishment stage	Establishment stage
Early development stage	Early development stage
Middle development stage	Middle development stage
Well established stage	Well established stage

* 13. How did you happen to begin to live the dual career life style? Circle all factors that influenced your choice.

1. personal motivation
2. availability of jobs
3. education level
4. financial concerns
5. just happened
6. influence of spouse
7. influence of immediate family
8. other, specify

* 14. What kind of household help do you have at the present time?

* 15. What present arrangements do you have for child care while you are working?

16. How satisfied are you with your child care arrangements? Circle the dot on the line that best describes your feelings about your child care arrangements?

very satisfied	satisfied	somewhat satisfied	somewhat dissatisfied	dissatisfied	very dissatisfied	does not apply
•	•	•	•	•	•	•

* Questions utilized in this research are starred.

II. YOUR MARRIAGE AND FAMILY

* 1. Below are listed some different ways of sharing family tasks. Indicate who usually does each of the following in your family. (Circle Appropriate Answer)

ROLE	WHO USUALLY DOES IT
housekeeping	1 2 3 4 5 6 7 8 9
earning the family income	1 2 3 4 5 6 7 8 9
physical care of the children	1 2 3 4 5 6 7 8 9
helping and discipling children	1 2 3 4 5 6 7 8 9
helping each other with personal problems	1 2 3 4 5 6 7 8 9
keeping in touch with relatives	1 2 3 4 5 6 7 8 9
organizing and helping with family recreation	1 2 3 4 5 6 7 8 9
fulfilling social obligations	1 2 3 4 5 6 7 8 9

1. always or mostly husband
2. husband and children
3. husband and outside help
4. shared half and half (wife & husband)
5. always or mostly wife
6. wife and children
7. wife and outside help
8. whoever is available
9. outside help

* 2. Indicate *how important* each of these areas of family interaction is to *your personal satisfaction* by circling 1 for very important, 2 for somewhat important, etc., then rate *your personal level of satisfaction* with these areas of your marriage by circling 1 for very satisfied, 2 for somewhat satisfied, etc.

PERSONAL IMPORTANCE

1. very important
2. important
3. somewhat important
4. somewhat unimportant
5. very unimportant

PERSONAL SATISFACTION

1. very satisfied
2. satisfied
3. somewhat satisfied
4. somewhat dissatisfied
5. very dissatisfied

		PERSONAL IMPORTANCE	PERSONAL SATISFACTION
1.	Housekeeping Role	1 2 3 4 5	1 2 3 4 5
2.	Sexual Role	1 2 3 4 5	1 2 3 4 5
3.	Child Care Role (Physical care)	1 2 3 4 5	1 2 3 4 5
4.	Child Socialization Role (teaching, helping, disciplining)	1 2 3 4 5	1 2 3 4 5
5.	Career Role	1 2 3 4 5	1 2 3 4 5
6.	Therapeutic Role (helping each other with personal problems)	1 2 3 4 5	1 2 3 4 5
7.	Kinship Role (keeping in touch with relatives)	1 2 3 4 5	1 2 3 4 5
8.	Family Recreation Role (organizing & helping with family recreation)	1 2 3 4 5	1 2 3 4 5
9.	Fulfilling Social Obligations	1 2 3 4 5	1 2 3 4 5
10.	Demonstration of affection	1 2 3 4 5	1 2 3 4 5
11.	Communication	1 2 3 4 5	1 2 3 4 5
12.	Conflict resolution	1 2 3 4 5	1 2 3 4 5
13.	Achieving couple goals	1 2 3 4 5	1 2 3 4 5
14.	Handling everyday decision-making & problem solving	1 2 3 4 5	1 2 3 4 5
15.	Earning a living	1 2 3 4 5	1 2 3 4 5
16.	Money management		
17.	Time spent together	1 2 3 4 5	1 2 3 4 5

* 3. People vary a good deal on how well they do different things. Please give your most accurate estimate of *how well* you and your husband/wife do each of the following things. Circle the appropriate answer.

YOURSELF

* *HOUSEKEEPING*

1. much below average
2. a little below average
3. about average
4. above average
5. unusually well
6. I don't do it

* *EARNING A LIVING*

1. much below average
2. a little below average
3. about average
4. above average
5. unusually well
6. not my responsibility

YOUR HUSBAND/WIFE

1. much below average
2. a little below average
3. about average
4. above average
5. unusually well
6. he/she doesn't do it

1. much below average
2. a little below average
3. about average
4. above average
5. unusually well
6. not his/her responsibility

3. (continued)

	YOURSELF	YOUR HUSBAND/WIFE
*	*HELPING EACH OTHER WITH PERSONAL PROBLEMS*	
	1. much below average	1. much below average
	2. a little below average	2. a little below average
	3. about average	3. about average
	4. above average	4. above average
	5. unusually well	5. unusually well
	6. I've never done it	6. he/she has never done it
*	*TAKING CARE OF CHILDREN (PHYSICAL NEEDS)*	
	1. much below average	1. much below average
	2. a little below average	2. a little below average
	3. about average	3. about average
	4. above average	4. above average
	5. unusually well	5. unusually well
	6. I've never done it	6. he/she has never done it
*	*TEACHING, HELPING, DISCIPLINING CHILDREN*	
	1. much below average	1. much below average
	2. a little below average	2. a little below average
	3. about average	3. about average
	4. above average	4. above average
	5. unusually well	5. unusually well
	6. I've never done it	6. he/she has never done it
*	*KEEPING IN TOUCH WITH RELATIVES*	
	1. much below average	1. much below average
	2. a little below average	2. a little below average
	3. about average	3. about average
	4. above average	4. above average
	5. unusually well	5. unusually well
	6. I've never done it	6. he/she has never done it
*	*ORGANIZING AND HELPING WITH FAMILY RECREATION*	
	1. much below average	1. much below average
	2. a little below average	2. a little below average
	3. about average	3. about average
	4. above average	4. above average
	5. unusually well	5. unusually well
	6. I've never done it	6. he/she has never done it
*	*MEETING SOCIAL OBLIGATIONS*	
	1. much below average	1. much below average
	2. a little below average	2. a little below average
	3. about average	3. about average
	4. above average	4. above average
	5. unusually well	5. unusually well
	6. I've never done it	6. he/she has never done it
*	*SEXUAL RELATIONS*	
	1. much below meeting needs	1. much below meeting needs
	2. a little below meeting needs	2. a little below meeting needs
	3. adequate	3. adequate
	4. good	4. good
	5. exceptionally good	5. exceptionally good
	6. no sexual involvement	6. no sexual involvement

★ 4. Evaluate the general competence of you and your spouse at meeting the needs you feel should be met within a marital relationship.

YOU	YOUR SPOUSE
1. very competent	1. very competent
2. competent	2. competent
3. somewhat competent	3. somewhat competent
4. somewhat incompetent	4. somewhat incompetent
5. incompetent	5. incompetent
6. very incompetent	6. very incompetent

5. Circle the number that corresponds to your evaluation of your marital communication openness.

1. almost always openly and directly communicate ongoing feelings about myself, spouse or our relationship.
2. usually openly and directly communicate
3. frequently openly and directly communicate
4. occasionally openly and directly communicate
5. rarely or never openly and directly communicate

★ 6. The dots on the following line represent different degrees of personal satisfaction in your marriage. The middle point, "satisfied" represents the degree of satisfaction of most relationships. Circle the dot which best describes the degree of satisfaction (all things considered) YOU feel with your relationship.

extremely dissatisfied	fairly dissatisfied	a little dissatisfied	satisfied	very satisfied	extremely satisfied	perfect

III. PROBLEM SOLVING IN YOUR MARRIAGE

Problem solving is a positive activity in families in that it is directed toward attaining goals. A problem is defined as any situation in which there is a desired but unachieved goal, (e.g. deciding where to go on a trip; how to discipline a child). If a situation is a problem, no habitual response is available so a new response or solution must be found. The following questions ask you to describe your problem solving pattern.

1. If you were to identify two most important goals for family problem solving, which would they be? Give a 1 to the most important and a 2 to the next most important.

___a. avoiding conflict
___b. satisfying needs
___c. satisfying immediate situation
___d. achieving family or couple unity
___e. learning and mastering problem solving skills
___f. others, please specify:

2. How effective is your total problem solving effort in your family? Measure effectiveness by whether or not family goals are attained. Circle the dot that best describes your family situation.

very effective	effective	somewhat effective	somewhat ineffective	ineffective	very ineffective

3. How satisfied are you with your current couple problem solving success? Circle the dot that best describes your level of satisfaction.

very satisfied	satisfied	somewhat satisfied	somewhat dissatisfied	dissatisfied	very dissatisfied

4. What personal, interpersonal or material resources do **YOU** use for problem solving? List those you can identify. (e.g. communication, time, money, patience, etc.)

5. Which does **YOUR SPOUSE** have for problem solving? List those you can identify.

6. In your marriage, who is most likely to identify situations as needing problem solving action?
   ____1. wife
   ____2. husband
   ____3. shared equally
   ____4. other, specify

7. In your marriage, who is most likely to be the leader in acting in problem situations?
   ____1. wife
   ____2. husband
   ____3. shared equally
   ____4. other, specify

8. What percentage of your problem solving solutions are accomplished by the following methods?
   _____husband dominated
   _____wife dominated
   _____consensus (mutual or joint)
   _____situation decided (solution just happens)

9. There are many ways to describe a couples' problem solving style. Look at each pair and put a slash (/) at the point that best describes your couple joint problem solving method.

Shallow	• • •	Deep
Motivated	• • •	Aimless
Skillful	• • •	Unskillful
Active	• • •	Passive
Ineffective	• • •	Effective
Infrequent	• • •	Frequent
Flexible	• • •	Rigid
Deliberate	• • •	Impulsive
Rewarding	• • •	Unrewarding
Diffused	• • •	Concise
Emotional	• • •	Unemotional
Onesided	• • •	Joint

10. All marriages experience situations which produce irritation or strain. The following situations have been identified as problem solving dilemmas in previous research with dual career couples. We are interested in how YOU perceive these situations.

Respond to each situation by indicating HOW OFTEN IT HAS HAPPENED TO YOU AND YOUR SPOUSE SINCE YOU BECAME A DUAL CAREER COUPLE and WHAT STATE OF RESOLUTION IT IS IN NOW.

Problematic Situation	How often has it happened 1 – never 2 – once 3 – several times 4 – 3 or more times 5 – not applicable to you	State of resolution now 1 – never occurred 2 – totally resolved 3 – partly resolved 4 – unresolved 5 – not applicable to you
WORK SITUATIONS		
1. Experienced competition with spouse over work roles	1 2 3 4 5	1 2 3 4 5
2. Felt lack of spouse's support for your career	1 2 3 4 5	1 2 3 4 5
3. Felt less importance given to your career	1 2 3 4 5	1 2 3 4 5
4. Felt lack of co-workers' acceptance of dual career life style	1 2 3 4 5	1 2 3 4 5
5. Found it difficult to progress in career because of dual career life style	1 2 3 4 5	1 2 3 4 5
FAMILY SITUATIONS		
6. Experienced difficulty in scheduling work and family time	1 2 3 4 5	1 2 3 4 5
7. Had difficulty dealing with household management	1 2 3 4 5	1 2 3 4 5
8. Felt you had too many of the family responsibilities	1 2 3 4 5	1 2 3 4 5

10 continued

Problematic Situation	How often has it happened 1.– never 2 – once 3 – several times 4 – 3 or more times 5 – not applicable to you	State of resolution now 1 – never occurred 2 – totally resolved 3 – partly resolved 4 – unresolved 5 – not applicable to you
CHILD SITUATIONS		
12. Had difficulty arranging adequate child care	1 2 3 4 5	1 2 3 4 5
13. Had difficulty arranging family times together	1 2 3 4 5	1 2 3 4 5
14. Had difficulty accomplishing satisfactory child rearing practices	1 2 3 4 5	1 2 3 4 5
15. Had difficulty deciding whether to have children or not	1 2 3 4 5	1 2 3 4 5
16. Experienced guilt over effects of dual career pattern on children	1 2 3 4 5	1 2 3 4 5
17. Felt I had too many of the child care responsibilities	1 2 3 4 5	1 2 3 4 5
PERSONAL SITUATIONS		
18. Experienced social disapproval for non-traditional male and female roles in home	1 2 3 4 5	1 2 3 4 5
19. Experienced social disapproval for non-traditional male and female roles in work	1 2 3 4 5	1 2 3 4 5
20. Felt pressure to prove ability to handle both work and family roles	1 2 3 4 5	1 2 3 4 5
21. Felt loss of femininity or masculinity	1 2 3 4 5	1 2 3 4 5
22. Felt pressured because of too little personal time for just you.	1 2 3 4 5	1 2 3 4 5
23. Experienced difficulties coping with questions of personal identity	1 2 3 4 5	1 2 3 4 5

11. In an individual problem, such as deciding what clothes to take on a business trip, what would be your usual method of problem solving? Circle the one that best describes your usual method.

1. act spontaneously
2. think about it and then act
3. consult someone else, then act
4. consider several alternatives, then act
5. ask someone else to solve it
6. put it off until you must act
7. other - please describe

12. With a couple problem, such as trying to work out an equitable pattern of handling household chores, which of the following ways of dealing with the problem would be acceptable to you. Circle ALL that are acceptable.

1. you try to handle more of the chores
2. ask spouse to accept less performance at home from you
3. ask spouse to help you more
4. hire someone to handle the chores
5. reduce your outside work time
6. ask spouse to reduce his/her outside work time
7. quit your job

13. With a couple problem such as deciding whether or not to have another child, what would be your usual method of problem solving. Circle the one that best describes your usual method of problem solving. Circle the one that best describes your usual method

1. discuss, then act
2. let situation resolve itself
3. map out several alternatives, evaluate and then act
4. consult outside persons, then act
5. act spontaneously
6. put it off until you have to act
7. let your spouse make the decision for both of you
8. other – describe

14. If you were to experience a situation in which your spouse had a position but you could not find a satisfactory position in the same community, which of the following alternatives would be acceptable to you. Circle all that you would find acceptable:

1. consider moving to a community where both would be employed
2. consider living apart until both could find employment in same locality
3. consider taking a job considerably below your level of training and interest
4. consider taking time off to handle the household until you could find a satisfactory position
5. consider entering a re-training program available in locality where your spouse has a job

15. Considering your own personality traits, how likely would you be to take risks and try very unusual alternatives to interpersonal problem solving situations:

1. very likely to take risks
2. somewhat likely to take risks
3. neither likely or unlikely
4. somewhat unlikely
5. very unlikely

IV. YOUR CAREER

* 1. Indicate the name of your present job or the title of your present position (not the firm where you are employed).

* 2. In your present job, which of the following characteristics is descriptive:

1. demands a high degree of education or training to perform the job
2. has opportunities for advancement
3. demands a high degree of commitment on the part of the worker
4. time consuming
5. demands continuous education to keep on top of the duties
6. is highly important personally

* 3. How long have you been in this position?

* 4. How many hours per week do you usually work at your job?

1. 1-14 hours 2. 15-39 hours 3. 40 hours 4. 41-48 hours 5. 49-59 hours 60+ hours

* 5. Since your marriage, what has been the approximate time spent in full-time employment:

1. all of it
2. over 75% of it
3. 75% of it
4. between 51% and 75% of it
5. 50% of it
6. between 26% and 49% of it
7. 25% of it
8. less than 25% of it

* 6. What is your approximate annual income before taxes (including investments)?

* 7. What is your spouse's approximate annual income before taxes (including investments)?

* 8. How supportive are you of your spouse's career? Circle the dot that best describes your supportiveness.

very supportive	supportive	somewhat supportive	somewhat non-supportive	non-supportive	very non-supportive
•	•	•	•	•	•

* 9. How supportive do you feel your spouse is of your career? Circle the dot that best describes his/her supportiveness.

very supportive	supportive	somewhat supportive	somewhat non-supportive	non-supportive	very non-supportive
•	•	•	•	•	•

* 10. Rate the relative distribution of **INTEREST, TIME, ENERGY** and **EMOTIONAL INVESTMENT** in the following sectors of your life. Indicate your rating by circling H for high, M for medium and L for low in each category.

AREA	INTEREST	TIME	ENERGY	EMOTIONAL INVESTMENT
Career or occupation	H M L	H M L	H M L	H M L
Family relationships	H M L	H M L	H M L	H M L
Leisure time activities	H M L	H M L	H M L	H M L
Religious beliefs or activities	H M L	H M L	H M L	H M L
Participation in community	H M L	H M L	H M L	H M L
Participation in activities directed towards national or international betterment	H M L	H M L	H M L	H M L
Managing a home (housekeeping, child care, etc.)	H M L	H M L	H M L	H M L
Other, please specify:				

11. Mr. A, an electrical engineer, who is married and has one child, has been working for a large electronics corporation since graduating from college five years ago. He is assured of a lifetime job with a modest, though adequate salary and liberal pension benefits upon retirement. On the other hand, it is very unlikely that his salary will increase much before he retires. While attending a convention, Mr. A is offered a job with a small, newly founded company which has a highly uncertain future. The new job would pay more to start and would offer the possibility of a share in the ownership if the company survived the competition of the larger firms.

Imagine that you are advising Mr. A. Listed below are several probabilities or odds of the new company's proving financially sound.

Please check the **lowest probability** that you would consider **acceptable** to make it worthwhile for Mr. A to take the new job.

The chances are 1 in 10 that the company will prove financially sound.
The chances are 3 in 10 that the company will prove financially sound.
The chances are 5 in 10 that the company will prove financially sound.
The chances are 7 in 10 that the company will prove financially sound.
The chances are 9 in 10 that the company will prove financially sound.
Place a check here if you think Mr. A should **not** take the new job, no matter what the probabilities.

APPENDIX C: FOLLOW-UP REMINDER LETTERS

home economics
Faculty of Home Economics-University of Alberta-Edmonton, Alberta T6G 2E2
801 General Services Building

June 8, 1978

During the last week in May, one hundred and twenty-seven sets of questionnaires were sent to dual-career families living in Alberta. Some couples have completed and returned these questionnaires. It is very important that all others do so as well.

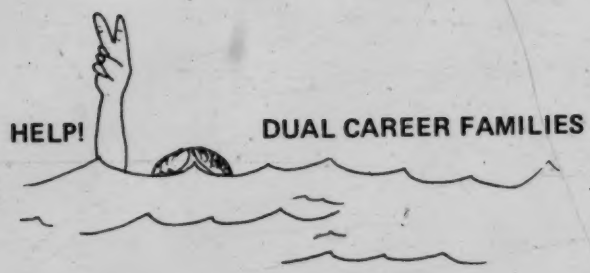
As anonymity is guaranteed, there is no way of knowing who has so far participated in the study. Therefore, this reminder is being sent to all the original sample. As a high return is necessary if this research is to present a valid picture of the dual-career life-style, your cooperation in returning the data by June 19th would be greatly appreciated.

If you have already returned the questionnaires, please ignore this appeal and accept our sincere thanks for your assistance with this valuable research. If you require another set of questionnaires, please contact us at 432-5770.

Dianne K. Kieren, Ph.D.
Associate Professor &
Division Chairperson

Bette Wachowich
Master's Candidate
Division of Family Studies

1918-1978



As this study requires a more complete response, it is essential that we receive either the completed questionnaires or that we be made aware of *why* you are unable or unwilling to participate in this research into a lifestyle being chosen by so many young couples.

PLEASE INDICATE YOUR RESPONSE

☐ WE DID PARTICIPATE.

☐ WE PLAN TO COMPLETE THE QUESTIONNAIRES. *(Partially completed questionnaires are acceptable.)*

☐ WE ARE UNABLE OR UNWILLING TO PARTICIPATE FOR THESE REASONS

_____

_____

_____

_____

_____

_____

APPENDIX D: CORRELATIONS BETWEEN SELF AND SPOUSAL ROLE COMPETENCE SCORES - HUSBAND'S MODEL

Correlations Between Self and Spousal Role Competence Scores – Husband's Model

	Housekeeping Role (S.C.)	Housekeeping Role (Sp.C.)	Career Role (S.C.)	Career Role (Sp.C.)	Therapeutic Role (S.C.)	Therapeutic Role (Sp.C.)	Child Care Role (S.C.)	Child Care Role (Sp.C.)
Housekeeping Role (S.C.)	1.00	.330	.900	.057	.319	.332	-.049	-.233
Housekeeping Role (Sp.C.)	.330	1.00	.420	.031	.166	.171	-.045	-.110
Career Role (S.C.)	.089	.420	1.00	.440	.339	.127	.285	.107
Career Role (Sp.C.)	.056	.031	.440	1.00	.281	.314	.114	.086
Therapeutic Role (S.C.)	.319	.166	.339	.281	1.00	.603	.138	.047
Therapeutic Role (Sp.C.)	.332	.171	.127	.314	.603	1.00	-.036	.058
Child Care Role (S.C.)	.049	-.045	.285	.114	.138	-.036	1.00	.779
Child Care Role (Sp.C.)	.233	-.110	.107	.086	.047	.058	.779	1.00
Child Socialization Role (S.C.)	.141	.103	.217	.066	.294	.138	.528	.388
Child Socialization Role (Sp.C.)	.007	.108	0.00	.122	.081	.200	.352	.467
Kinship Role (S.C.)	.128	-.092	.370	.169	.377	.145	.314	.235
Kinship Role (Sp.C.)	.068	.083	-.086	.084	.049	.157	-.075	-.056
Recreation Role (S.C.)	.325	.132	.146	.220	.379	.444	.025	-.093
Recreation Role (Sp.C.)	.201	.209	.141	.168	.164	.417	-.146	.016
Social Role (S.C.)	.242	-.217	.093	.003	.268	.117	.236	.214
Social Role (Sp.C.)	.032	-.008	-.082	.187	.028	.143	-.128	.059
Sexual Role (S.C.)	.393	.085	.031	.127	.615	.495	-.040	-.212
Sexual Role (Sp.C.)	.291	.213	-.054	.230	.451	.441	-.055	-.167
General Role Competence (S.C.)	.488	.202	.112	.109	.669	.499	.242	.061
General Role Competence (Sp.C.)	.268	.101	.077	-.040	.395	.674	.045	.151
Marital Satisfaction	.412	.125	.149	.405	.568	.620	-.046	.002

S.C. = Self Competence

Sp.C. = Spousal Competence

Child Socialization (S.C.)	Child Socialization (Sp.C.)	Kinship Role (S.C.)	Kinship Role (Sp.C.)	Recreation Role (S.C.)	Recreation Role (Sp.C.)	Social Role (S.C.)	Social Role (Sp.C.)	Sexual Role (S.C.)	Sexual Role (Sp.C.)	General Role Competence (S.C.)	General Role Competence (Sp.C.)	Marital Satisfaction
.141	-.007	.128	.068	.325	.201	.243	.032	.393	.291	.488	.267	.412
.103	.108	-.092	.083	.132	.209	-.217	-.008	.085	.213	.202	.101	.125
.217	0.00	.370	-.086	.146	.141	.093	-.082	.031	-.054	.112	-.077	.149
.066	.122	.169	.084	.220	.168	.003	.187	.127	.230	.109	-.040	.405
.294	.081	.377	.049	.379	.164	.268	.028	.615	.451	.669	.395	.568
.138	.200	.145	.157	.444	.147	.117	.143	.495	.441	.499	.674	.620
.528	.352	.314	-.075	.025	-.146	.236	-.128	-.040	-.055	.242	.045	-.046
.388	.467	.235	-.056	-.093	.016	.214	.059	-.212	-.167	.061	.151	.002
1.00	.821	.454	-.179	.336	.237	.441	.078	.169	.065	.266	.085	.039
.820	1.00	.309	.060	.222	.490	.343	.354	-.041	.051	.053	.163	.054
.454	.309	1.00	-.021	.346	.120	.732	.188	.089	.060	.307	.047	.086
-.179	.060	-.021	1.00	.005	.294	-.079	.443	.186	.223	-.066	-.061	.094
.336	.222	.346	.005	1.00	.357	.503	.256	.338	.262	.359	.187	.282
.237	.490	.120	.294	.357	1.00	.251	.594	-.068	.048	.062	.239	.288
.441	.343	.732	-.079	.503	.251	1.00	.268	.077	.055	.289	.111	.142
.078	.354	.188	.443	.256	.594	.268	1.00	-.061	.097	-.204	.028	.173
.169	-.041	.088	.186	.338	-.068	.077	-.061	1.00	.781	.539	.280	.473
.065	.051	.060	.223	.262	.047	.055	.097	.781	1.00	.411	.407	.507
.266	.053	.307	-.066	.359	.062	.289	-.204	.539	.411	1.00	.556	.557
.085	.163	.047	-.061	.187	.239	.111	-.028	.280	.407	.556	1.00	.588
.039	.054	.088	.094	.282	.288	.142	.173	.473	.507	.557	.588	1.00

APPENDIX E: CORRELATIONS BETWEEN SELF AND SPOUSAL ROLE COMPETENCE SCORES - WIFE'S MODEL

Correlations Between Self and Spousal Role Competence Scores — Wife's Model

	Housekeeping Role (S.C.)	Housekeeping Role (Sp.C.)	Career Role (S.C.)	Career Role (Sp.C.)	Therapeutic Role (S.C.)	Therapeutic Role (Sp.C.)	Child Care Role (S.C.)	Child Care Role (Sp.C.)
Housekeeping Role (S.C.)	1.00	.750	.228	.139	.101	-.003	.006	-.040
Housekeeping Role (Sp.C.)	.750	1.00	.304	.064	.238	.196	.013	.077
Career Role (S.C.)	.228	.304	1.00	.427	.211	.341	.098	.073
Career Role (Sp.C.)	.140	.064	.427	1.00	.405	.137	.208	.205
Therapeutic Role (S.C.)	.101	.238	.211	.405	1.00	.351	.384	.376
Therapeutic Role (Sp.C.)	-.003	.196	.341	.137	.351	1.00	.046	.278
Child Care Role (S.C.)	.006	.013	.098	.208	.384	.046	1.00	.476
Child Care Role (Sp.C.)	-.040	.077	.073	.205	.376	.278	.476	1.00
Child Socialization Role (S.C.)	-.024	-.043	.133	.446	.397	.156	.620	.350
Child Socialization Role (Sp.C.)	.139	.115	.215	.449	.367	.504	.324	.566
Kinship Role (S.C.)	.284	.244	.273	.120	.298	.152	.248	.270
Kinship Role (Sp.C.)	-.160	.054	.031	.066	.254	.257	.264	.338
Recreation Role (S.C.)	-.202	-.245	.235	.188	.233	.224	.402	.106
Recreation Role (Sp.C.)	-.059	.016	.112	.259	.292	.295	.110	.211
Social Role (S.C.)	-.467	-.404	.118	.101	.185	.186	.215	.118
Social Role (Sp.C.)	-.494	-.366	-.071	-.016	.214	.131	.054	.042
Sexual Role (S.C.)	-.097	.162	.205	.274	.494	.412	.278	.271
Sexual Role (Sp.C.)	.076	.225	.249	.249	.439	.343	.250	.227
General Role Competence (S.C.)	-.362	-.340	.025	.087	.327	-.023	.200	.314
General Role Competence (Sp.C.)	-.291	-.231	.052	.067	.347	.597	.150	.326
Marital Satisfaction	-.002	.184	.280	.476	.511	.660	.312	.385

S.C. = Self Competence

Sp.C. = Spousal Competence

Child Socialization (S.C.)	Child Socialization (Sp.C.)	Kinship Role (S.C.)	Kinship Role (Sp.C.)	Recreation Role (S.C.)	Recreation Role (Sp.C.)	Social Role (S.C.)	Social Role (Sp.C.)	Sexual Role (S.C.)	Sexual Role (Sp.C.)	General Role Competence (S.C.)	General Role Competence (Sp.C.)	Marital Satisfaction
-.024	.139	.284	-.160	-.202	-.059	-.467	-.494	-.097	.076	-.362	-.291	-.002
-.043	.115	.244	.055	-.245	.016	-.404	-.366	.162	.225	-.340	-.231	.184
.133	.215	.273	.031	.235	.112	.118	-.071	.205	.249	.025	.052	.280
.446	.449	.120	.066	.188	.259	.101	-.016	.274	.249	.087	.067	.476
.397	.367	.298	.254	.233	.292	.185	.214	.494	.439	.327	.347	.511
.156	.504	.152	.257	.224	.295	.186	.131	.412	.343	-.023	.060	.660
.620	.324	.248	.264	.401	.110	.215	.054	.278	.250	.200	.150	.312
.350	.566	.270	.338	.106	.211	.118	.042	.271	.227	.314	.326	.385
1.00	.356	.187	.300	.406	.035	.382	.162	.175	.260	.050	-.025	.346
.356	1.00	.290	.212	.009	.426	.129	.088	.371	.269	.113	.187	.484
.187	.290	1.00	.327	.030	.159	.124	-.035	.022	.110	.017	-.031	.165
.300	.212	.327	1.00	.077	.188	.238	.252	.090	.074	.243	.235	.153
.406	.009	.030	.077	1.00	.271	.518	.220	.221	.194	.201	.116	.200
.035	.426	.159	.188	.272	1.00	.155	.229	.199	.098	.208	.280	.492
.382	.129	.124	.238	.518	.155	1.00	.556	.327	.350	.325	.262	.211
.162	.088	-.035	.252	.220	.229	.556	1.00	.301	.271	.346	.350	.166
.175	.371	.022	.090	.221	.199	.327	.301	1.00	.740	.132	.181	.389
.260	.269	.110	.074	.194	.098	.350	.271	.740	1.00	-.025	-.178	.366
.050	.113	.017	.243	.201	.208	.325	.346	.132	-.025	1.00	.967	.656
-.025	.182	.031	.235	.116	.279	.262	.350	.181	.018	.967	1.00	.154
.346	.484	.165	.153	.200	.492	.211	.166	.389	.366	.066	.154	1.00